

CMS

ILLINOIS
DEPARTMENT OF CENTRAL
MANAGEMENT SERVICES

PAY PLAN

EFFECTIVE FOR FISCAL YEAR 2007
(July 17, 2006 EDITION)

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AUTHORITY: Implementing and authorized by Sections 8 and 8a of the Personnel Code [20 ILCS 415/8 and 8a].

SOURCE: Filed June 28, 1967; amended at 2 Ill. Reg. 16, p. 4, effective April 1, 1978; emergency amendment at 2 Ill. Reg. 27, p. 60, effective July 1, 1978, for a maximum of 150 days; emergency amendment at 2 Ill. Reg. 26, p. 50, effective June 30, 1978, for a maximum of 150 days; emergency amendment at 2 Ill. Reg. 40, p. 32, effective September 27, 1978, for a maximum of 150 days; emergency amendment at 2 Ill. Reg. 41, p. 79, effective October 1, 1978, for a maximum of 150 days; emergency amendment at 2 Ill. Reg. 41, p. 81, effective October 1, 1978, for a maximum of 150 days; emergency amendment at 2 Ill. Reg. 47, p. 1, effective November 15, 1978, for a maximum of 150 days; emergency amendment at 3 Ill. Reg. 1, p.25, effective January 1, 1979, for a maximum of 150 days; amended at 3 Ill. Reg. 3, p. 88, effective January 14, 1979, emergency amendment at 3 Ill. Reg. 15, p. 146, effective April 1, 1979, for a maximum of 150 days; amended at 3 Ill. Reg. 23, p. 87, effective June 3, 1979; emergency amendment at 3 Ill. Reg. 24, p. 184, effective July 1, 1979, for a maximum of 150 days; emergency amendment at 3 Ill. Reg. 28, p. 177, effective July 1, 1979, for a maximum of 150 days; amended at 3 Ill. Reg. 32, p. 77, effective August 9, 1979; amended at 3 Ill. Reg. 36, p. 438, effective September 6, 1979; emergency amendment at 3 Ill. Reg. 41, p. 295, effective

October 1, 1979, for a maximum of 150 days; amended at Ill. Reg. 48, p. 89, effective November 26, 1979; amended at 3 Ill. Reg. 49, p. 267, effective November 26, 1979; amended at 4 Ill. Reg. 4, p. 123, effective January 10, 1980; amended at 4 Ill. Reg. 20, p. 49, effective May 7, 1980; emergency amendment at 4 Ill. Reg. 20, p. 110, effective May 16, 1980, for a maximum of 150 days; amended at 4 Ill. Reg. 28, p. 405, effective July 1, 1980; emergency amendment at 4 Ill. Reg. 29, p. 291, effective July 1, 1980; for a maximum of 150 days; amended at 4 Ill. Reg. 33, p. 207, effective August 6, 1980; emergency amendment at 4 Ill. Reg. 38, p. 272, effective September 3, 1980, for a maximum of 150 days; amended at 4 Ill. Reg. 42, p. 23, effective October 8, 1980; amended at 5 Ill. Reg. 914, effective January 9, 1981; emergency amendment at 5 Ill. Reg. 3022, effective March 10, 1981, for a maximum of 150 days; emergency amendment at 5 Ill. Reg. 5544, effective May 16, 1981, for a maximum of 150 days; amended at 5 Ill. Reg. 6980, effective July 1, 1981; emergency amendment at 5 Ill. Reg. 7142, effective July 1, 1981, for a maximum of 150 days; emergency amendment at 5 Ill. Reg. 7660, effective July 14, 1981, for a maximum of 150 days; emergency amendment at 5 Ill. Reg. 8312, effective August 15, 1981, for a maximum of 150 days; amended at 5 Ill. Reg. 9466, effective September 8, 1981; amended 5 Ill. Reg. 10726, effective October 6, 1981; amended at 5 Ill. Reg. 12715, effective October 30, 1981; amended at 5 Ill. Reg. 12717, effective October 30, 1981; amended at 6 Ill. Reg. 2387, effective February 4, 1982; emergency amendment at 6 Ill. Reg. 3399, effective May 1, 1982; for a maximum of 150 days; amended at 6 Ill. Reg. 4145, effective April 6, 1982; amended at 6 Ill. Reg. 8338, effective July 1, 1982; emergency amendment at 6 Ill. Reg. 8505, effective July 1, 1982, for a maximum of 150 days; amended at 7 Ill. Reg. 1044, effective January 18, 1983; amended at Ill. Reg. 1221, effective January 25, 1983; emergency amendment at 7 Ill. Reg. 8162, effective July 1, 1983, for a maximum of 150 days; amended at 7 Ill. Reg. 9163, effective July 25, 1983; emergency amendment at 7 Ill. Reg. 9407, effective July 25, 1983, for a maximum of 150 days; amended at 7 Ill. Reg. 17303, effective December 15, 1983; emergency amendment at 8 Ill. Reg. 334, effective December 22, 1983, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 1809, effective January 18, 1984, for a maximum of 150 days; codified at 8 Ill. Reg. 1558; emergency amendment at 8 Ill. Reg. 1990, effective January 31, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 2440, effective February 15, 1984; emergency amendment at 8 Ill. Reg. 3348, effective March 5, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 4249, effective March 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 5704, effective April 16, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 7290, effective May 11, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 11299, effective June 25, 1984; emergency amendment at 8 Ill. Reg. 12616, effective July 1, 1984, for a maximum of 150 days; emergency amendment at 8 Ill. Reg. 15007, effective August 6, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 15367, effective August 13, 1984; emergency amendment at 8 Ill. Reg. 21310, effective October 10, 1984, for a maximum of 150 days; amended at 8 Ill. Reg. 21544, effective October 24, 1984; amended at 8 Ill. Reg. 22844, effective November 14, 1984; emergency amendment at 9 Ill. Reg. 1134, effective January 16, 1985, for a maximum of 150 days; amended at 9 Ill. Reg. 1320, effective January 23, 1985; amended at 9 Ill. Reg. 3681, effective March 12, 1985; emergency amendment at 9 Ill. Reg. 4163, effective March 15, 1985, for a maximum of 150 days; emergency amendment at 9 Ill. Reg. 9231, effective May 31, 1985, for a maximum of 150 days;

amended at 9 Ill. Reg. 9420, effective June 7, 1985; amended at 9 Ill. Reg. 10663, effective July 1, 1985; emergency amendment at 9 Ill. Reg. 15043, effective September 24, 1985, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 3325, effective January 22, 1986; amended at 10 Ill. Reg. 3230, effective January 24, 1986; emergency amendment at 10 Ill. Reg. 8904, effective May 13, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 8928, effective May 13, 1986; emergency amendment at 10 Ill. Reg. 12090, effective June 30, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 13675, effective July 31, 1986; preemptory amendment at 10 Ill. Reg. 14867, effective August 26, 1986; amended at 10 Ill. Reg. 15567, effective September 17, 1986; emergency amendment at 10 Ill. Reg. 17765, effective September 30, 1986, for a maximum of 150 days; preemptory amendment at 10 Ill. Reg. 19132, effective October 28, 1986; preemptory amendment at 10 Ill. Reg. 21097, effective December 9, 1986; amended at 11 Ill. Reg. 648, effective December 22, 1986; preemptory amendment at 11 Ill. Reg. 3363, effective February 3, 1987; preemptory amendment at 11 Ill. Reg. 4388, effective February 27, 1987; preemptory amendment at 11 Ill. Reg. 6291, effective March 23, 1987; amended at 11 Ill. Reg. 5901, effective March 24, 1987; emergency amendment at 11 Ill. Reg. 8787, effective April 15, 1987, for a maximum of 150 days; emergency amendment at 11 Ill. Reg. 11830, effective July 1, 1987, for a maximum of 150 days; preemptory amendment at 11 Ill. Reg. 13675, effective July 29, 1987; amended at 11 Ill. Reg. 14984, effective August 27, 1987; preemptory amendment at 11 Ill. Reg. 15273, effective September 1, 1987; preemptory amendment at 11 Ill. Reg. 17919, effective October 19, 1987; preemptory amendment at 11 Ill. Reg. 19812, effective November 19, 1987; emergency amendment at 11 Ill. Reg. 20664, effective December 4, 1987, for a maximum of 150 days; amended at 11 Ill. Reg. 20778, effective December 11, 1987; preemptory amendment at 12 Ill. Reg. 3811, effective January 27, 1988; preemptory amendment at 12 Ill. Reg. 5459, effective March 3, 1988; amended at 12 Ill. Reg. 6073, effective March 21, 1988; preemptory amendment at 12 Ill. Reg. 7783, effective April 14, 1988; emergency amendment at 12 Ill. Reg. 7734, effective April 15, 1988, for a maximum of 150 days; preemptory amendment at 12 Ill. Reg. 8135, effective April 22, 1988; preemptory amendment at 12 Ill. Reg. 9745, effective May 23, 1988; emergency amendment at 12 Ill. Reg. 11778, effective July 1, 1988, for a maximum of 150 days; emergency amendment at 12 Ill. Reg. 12895, effective July 18, 1988, for a maximum of 150 days; preemptory amendment at 12 Ill. Reg. 13306, effective July 27, 1988; corrected at 12 Ill. Reg. 13359; amended at 12 Ill. Reg. 14630, effective September 6, 1988; amended at 12 Ill. Reg. 20449, effective November 28, 1988; preemptory amendment at 12 Ill. Reg. 20584, effective November 28, 1988; preemptory amendment at 13 Ill. Reg. 8080, effective May 10, 1989; amended at 13 Ill. Reg. 8849, effective May 30, 1989; preemptory amendment at 13 Ill. Reg. 8970, effective May 26, 1989; emergency amendment at 13 Ill. Reg. 10967, effective June 20, 1989, for a maximum of 150 days; emergency amendment expired on November 17, 1989; amended at 13 Ill. Reg. 11451, effective June 28, 1989; emergency amendment at 13 Ill. Reg. 11854, effective July 1, 1989, for a maximum of 150 days; corrected at 13 Ill. Reg. 12647; preemptory amendment at 13 Ill. Reg. 12887, effective July 24, 1989; amended at 13 Ill. Reg. 16950, effective October 20, 1989; amended at 13 Ill. Reg. 19221, effective December 12, 1989; amended at 14 Ill. Reg. 615, effective January 2, 1990; preemptory amendment at 14 Ill. Reg. 1627, effective January 11, 1990; amended at 14 Ill. Reg. 4455, effective March 12, 1990;

peremptory amendment at 14 Ill. Reg. 7652, effective May 7, 1990; amended at 14 Ill. Reg. 10002, effective June 11, 1990; emergency amendment at 14 Ill. Reg. 11330, effective June 29, 1990, for a maximum of 150 days; amended at 14 Ill. Reg. 14361, effective August 24, 1990; emergency amendment at 14 Ill. Reg. 15570, effective September 11, 1990, for a maximum of 150 days; emergency amendment expired on February 8, 1991; corrected at 14 Ill. Reg. 16092; peremptory amendment at 14 Ill. Reg. 17098, effective September 26, 1990; amended at 14 Ill. Reg. 17189, effective October 2, 1990; amended at 14 Ill. Reg. 17189, effective October 19, 1990; amended at 14 Ill. Reg. 18719, effective November 13, 1990; peremptory amendment at 14 Ill. Reg. 18854, effective November 13, 1990; peremptory amendment at 15 Ill. Reg. 663, effective January 7, 1991; amended at 15 Ill. Reg. 3296, effective February 14, 1991; amended at 15 Ill. Reg. 4401, effective March 11, 1991; peremptory amendment at 15 Ill. Reg. 5100, effective March 20, 1991; peremptory amendment at 15 Ill. Reg. 5465, effective April 2, 1991; emergency amendment at 15 Ill. Reg. 10485, effective July 1, 1991, for a maximum of 150 days; amended at 15 Ill. Reg. 11080, effective July 19, 1991; amended at 15 Ill. Reg. 13080, effective August 21, 1991; amended at 15 Ill. Reg. 14210, effective September 23, 1991; emergency amendment at 16 Ill. Reg. 711, effective December 26, 1991, for a maximum of 150 days; amended at 16 Ill. Reg. 3450, effective February 20, 1992; peremptory amendment at 16 Ill. Reg. 5068, effective March 11, 1992; peremptory amendment at 16 Ill. Reg. 7056, effective April 20, 1992; emergency amendment at 16 Ill. Reg. 8239, effective May 19, 1992, for a maximum of 150 days; amended at 16 Ill. Reg. 8382, effective May 26, 1992; emergency amendment at 16 Ill. Reg. 13950, effective August 19, 1992, for a maximum of 150 days; emergency amendment at 16 Ill. Reg. 14452, effective September 4, 1992, for a maximum of 150 days; amended at 17 Ill. Reg. 238, effective December 23, 1992; peremptory amendment at 17 Ill. Reg. 498, effective December 18, 1992; amended at 17 Ill. Reg. 590, effective January 4, 1993; amended at 17 Ill. Reg. 1819, effective February 2, 1993; amended at 17 Ill. Reg. 6441, effective April 8, 1993; emergency amendment at 17 Ill. Reg. 12900, effective July 22, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 13409, effective July 29, 1993; emergency amendment at 17 Ill. Reg. 13789, effective August 9, 1993, for a maximum of 150 days; emergency amendment at 17 Ill. Reg. 14666, effective August 26, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 19103, effective October 25, 1993; emergency amendment at 17 Ill. Reg. 21858, effective December 1, 1993, for a maximum of 150 days; amended at 17 Ill. Reg. 22514, effective December 15, 1993; amended at 18 Ill. Reg. 227, effective December 17, 1993; amended at 18 Ill. Reg. 1107, effective January 18, 1994; amended at 18 Ill. Reg. 5146, effective March 21, 1994; peremptory amendment at 18 Ill. Reg. 9562, effective June 13, 1994; emergency amendment at 18 Ill. Reg. 11299, effective July 1, 1994, for a maximum of 150 days; peremptory amendment at 18 Ill. Reg. 13476, effective August 17, 1994; emergency amendment at 18 Ill. Reg. 14417, effective September 9, 1994, for a maximum of 150 days; amended at 18 Ill. Reg. 16545, effective October 31, 1994; peremptory amendment at 18 Ill. Reg. 16708, effective October 28, 1994; amended at 18 Ill. Reg. 17191, effective November 21, 1994; amended at 19 Ill. Reg. 1024, effective January 24, 1995; peremptory amendment at 19 Ill. Reg. 2481, effective February 17, 1995; peremptory amendment at 19 Ill. Reg. 3073, effective February 17, 1995; amended at 19 Ill. Reg. 3456, effective March 7, 1995; peremptory amendment at 19 Ill. Reg. 5145, effective March 14, 1995; amended at 19 Ill. Reg. 6452,

effective May 2, 1995; peremptory amendment at 19 Ill. Reg. 6688, effective May 1, 1995; amended at 19 Ill. Reg. 7841, effective June 1, 1995; amended at 19 Ill. Reg. 8156, effective June 12, 1995; amended at 19 Ill. Reg. 9096, effective June 27, 1995; emergency amendment at 19 Ill. Reg. 11954, effective August 1, 1995, for a maximum of 150 days; peremptory amendment at 19 Ill. Reg. 13979, effective September 19, 1995; peremptory amendment at 19 Ill. Reg. 15103, effective October 12, 1995; amended at 19 Ill. Reg. 16160, effective November 28, 1995; amended at 20 Ill. Reg. 308, effective December 22, 1995; emergency amendment at 20 Ill. Reg. 4060, effective February 27, 1996, for a maximum of 150 days; peremptory amendment at 20 Ill. Reg. 6334, effective April 22, 1996; peremptory amendment at 20 Ill. Reg. 7434, effective May 14, 1996; amended at 20 Ill. Reg. 8301, effective June 11, 1996; amended at 20 Ill. Reg. 8657, effective June 20, 1996; amended at 20 Ill. Reg. 9006, effective June 26, 1996; amended at 20 Ill. Reg. 9925, effective July 10, 1996; emergency amendment at 20 Ill. Reg. 10213, effective July 15, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 10841, effective August 5, 1996; peremptory amendment at 20 Ill. Reg. 13408, effective September 24, 1996; amended at 20 Ill. Reg. 15018, effective November 7, 1996; peremptory amendment at 20 Ill. Reg. 15092, effective November 7, 1996; emergency amendment at 21 Ill. Reg. 1023, effective January 6, 1997, for a maximum of 150 days; amended at 21 Ill. Reg. 1629, effective January 22, 1997; amended at 21 Ill. Reg. 5144, effective April 15, 1997; amended at 21 Ill. Reg. 6444, effective May 15, 1997; amended at 21 Ill. Reg. 7118, effective June 3, 1997; emergency amendment at 21 Ill. Reg. 10061, effective July 21, 1997, for a maximum of 150 days; emergency amendment at 21 Ill. Reg. 12859, effective September 8, 1997, for a maximum of 150 days; peremptory amendment at 21 Ill. Reg. 14267, effective October 14, 1997; peremptory amendment at 21 Ill. Reg. 14589, effective October 15, 1997; peremptory amendment at 21 Ill. Reg. 15030, effective November 10, 1997; amended at 21 Ill. Reg. 16344, effective December 9, 1997; peremptory amendment at 21 Ill. Reg. 16465, effective December 4, 1997; peremptory amendment at 21 Ill. Reg. 17167, effective December 9, 1997; peremptory amendment at 22 Ill. Reg. 1593, effective December 22, 1997; amended at 22 Ill. Reg. 2580, effective January 14, 1998; peremptory amendment at 22 Ill. Reg. 4326, effective February 13, 1998; peremptory amendment at 22 Ill. Reg. 5108, effective February 26, 1998; peremptory amendment at 22 Ill. Reg. 5749, effective March 3, 1998; amended at 22 Ill. Reg. 6204, effective March 12, 1998; peremptory amendment at 22 Ill. Reg. 7053, effective April 1, 1998; peremptory amendment at 22 Ill. Reg. 7320, effective April 10, 1998; peremptory amendment at 22 Ill. Reg. 7692, effective April 20, 1998; emergency amendment at 22 Ill. Reg. 12607, effective July 2, 1998, for a maximum of 150 days; peremptory amendment at 22 Ill. Reg. 15489, effective August 7, 1998; amended at 22 Ill. Reg. 16158, effective August 31, 1998; peremptory amendment at 22 Ill. Reg. 19105, effective September 30, 1998; peremptory amendment at 22 Ill. Reg. 19943, effective October 27, 1998; peremptory amendment at 22 Ill. Reg. 20406, effective November 5, 1998; amended at 22 Ill. Reg. 20581, effective November 16, 1998; amended at 23 Ill. Reg. 664, effective January 1, 1999; peremptory amendment at 23 Ill. Reg. 730, effective December 29, 1998; emergency amendment at 23 Ill. Reg. 6533, effective May 10, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 7065, effective June 3, 1999; emergency amendment at 23 Ill. Reg. 8169, effective July 1, 1999, for a maximum of 150 days; amended at 23 Ill. Reg. 11020, effective August 26, 1999; amended at 23 Ill. Reg. 12429, effective September 21, 1999;

peremptory amendment at 23 Ill. Reg. 12493, effective September 23, 1999; amended at 23 Ill. Reg. 12604, effective September 24, 1999; amended at 23 Ill. Reg. 13053, effective September 27, 1999; peremptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999; amended at 23 Ill. Reg. 13570, effective October 26, 1999; amended at 23 Ill. Reg. 14020, effective November 15, 1999; amended at 24 Ill. Reg. 1025, effective January 7, 2000; peremptory amendment at 24 Ill. Reg. 3399, effective February 3, 2000; amended at 24 Ill. Reg. 3537, effective February 18, 2000; amended at 24 Ill. Reg. 6874, effective April 21, 2000; amended at 24 Ill. Reg. 7956, effective May 23, 2000; emergency amendment at 24 Ill. Reg. 10328, effective July 1, 2000, for a maximum of 150 days; emergency expired November 27, 2000; peremptory amendment at 24 Ill. Reg. 10767, effective July 3, 2000; amended at 24 Ill. Reg. 13384, effective August 17, 2000; peremptory amendment at 24 Ill. Reg. 14460, effective September 14, 2000; peremptory amendment at 24 Ill. Reg. 16700, effective October 30, 2000; peremptory amendment at 24 Ill. Reg. 17600, effective November 16, 2000; amended at 24 Ill. Reg. 18058, effective December 4, 2000; peremptory amendment at 24 Ill. Reg. 18444, effective December 1, 2000; amended at 25 Ill. Reg. 811, effective January 4, 2001; amended at 25 Ill. Reg. 2389, effective January 22, 2001; amended at 25 Ill. Reg. 4552, effective March 14, 2001; peremptory amendment at 25 Ill. Reg. 5067, effective March 21, 2001; amended at 25 Ill. Reg. 5618, effective April 4, 2001; amended at 25 Ill. Reg. 6655, effective May 11, 2001; amended at 25 Ill. Reg. 7151, effective May 25, 2001; peremptory amendment at 25 Ill. Reg. 8009, effective June 14, 2001; emergency amendment at 25 Ill. Reg. 9336, effective July 3, 2001, for a maximum of 150 days; amended at 25 Ill. Reg. 9846, effective July 23, 2001; amended at 25 Ill. Reg. 12087, effective September 6, 2001; amended at 25 Ill. Reg. 15560, effective November 20, 2001; peremptory amendment at 25 Ill. Reg. 15671, effective November 15, 2001; amended at 25 Ill. Reg. 15974, effective November 28, 2001; emergency amendment at 26 Ill. Reg. 223, effective December 21, 2001, for a maximum of 150 days; amended at 26 Ill. Reg. 1143, effective January 17, 2002; amended at 26 Ill. Reg. 4127, effective March 5, 2002; peremptory amendment at 26 Ill. Reg. 4963, effective March 15, 2002; amended at 26 Ill. Reg. 6235, effective April 16, 2002; emergency amendment at 26 Ill. Reg. 7314, effective April 29, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 10425, effective July 1, 2002; emergency amendment at 26 Ill. Reg. 10952, effective July 1, 2002, for a maximum of 150 days; amended at 26 Ill. Reg. 13934, effective September 10, 2002; amended at 26 Ill. Reg. 14965, effective October 7, 2002; emergency amendment at 26 Ill. Reg. 16583, effective October 24, 2002, for a maximum of 150 days; emergency expired March 22, 2003; peremptory amendment at 26 Ill. Reg. 17280, effective November 18, 2002; amended at 26 Ill. Reg. 17374, effective November 25, 2002; amended at 26 Ill. Reg. 17987, effective December 9, 2002; amended at 27 Ill. Reg. 3261, effective February 11, 2003; expedited correction at 28 Ill. Reg. 6151, effective February 11, 2003; amended at 27 Ill. Reg. 8855, effective May 15, 2003; amended at 27 Ill. Reg. 9114, effective May 27, 2003; emergency amendment at 27 Ill. Reg. 10442, effective July 1, 2003, for a maximum of 150 days; emergency expired November 27, 2003; peremptory amendment at 27 Ill. Reg. 17433, effective November 7, 2003; amended at 27 Ill. Reg. 18560, effective December 1, 2003; peremptory amendment at 28 Ill. Reg. 1441, effective January 9, 2004; amended at 28 Ill. Reg. 2684, effective January 22, 2004; amended at 28 Ill. Reg. 6879, effective April 30, 2004; peremptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004; amended at 28 Ill.

Reg. 8842, effective June 11, 2004; peremptory amendment at 28 Ill. Reg. 9717, effective June 28, 2004; amended at 28 Ill. Reg. 12585, effective August 27, 2004; peremptory amendment at 28 Ill. Reg. 13011, effective September 8, 2004; peremptory amendment at 28 Ill. Reg. 13247, effective September 20, 2004; peremptory amendment at 28 Ill. Reg. 13656, effective September 27, 2004; emergency amendment at 28 Ill. Reg. 14174, effective October 15, 2004, for a maximum of 150 days; emergency expired March 13, 2005; peremptory amendment at 28 Ill. Reg. 14689, effective October 22, 2004; peremptory amendment at 28 Ill. Reg. 15336, effective November 15, 2004; peremptory amendment at 28 Ill. Reg. 16513, effective December 9, 2004; peremptory amendment at 29 Ill. Reg. 726, effective December 15, 2004; amended at 29 Ill. Reg. 1166, effective January 7, 2005; peremptory amendment at 29 Ill. Reg. 1385, effective January 4, 2005; peremptory amendment at 29 Ill. Reg. 1559, effective January 11, 2005; peremptory amendment at 29 Ill. Reg. 2050, effective January 19, 2005; peremptory amendment at 29 Ill. Reg. 4125, effective February 23, 2005; amended at 29 Ill. Reg. 5375, effective April 4, 2005; peremptory amendment at 29 Ill. Reg. 6105, effective April 14, 2005; peremptory amendment at 29 Ill. Reg. 7217, effective May 6, 2005; peremptory amendment at 29 Ill. Reg. 7840, effective May 10, 2005; amended at 29 Ill. Reg. 8110, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8214, effective May 23, 2005; peremptory amendment at 29 Ill. Reg. 8418, effective June 1, 2005; amended at 29 Ill. Reg. 9319, effective July 1, 2005; peremptory amendment at 29 Ill. Reg. 12076, effective July 15, 2005; peremptory amendment at 29 Ill. Reg. 13265, effective August 11, 2005; amended at 29 Ill. Reg. 13540, effective August 22, 2005; peremptory amendment at 29 Ill. Reg. 14098, effective September 2, 2005; amended at 29 Ill. Reg. 14166, effective September 9, 2005; amended at 29 Ill. Reg. 19551, effective November 21, 2005; emergency amendment at 29 Ill. Reg. 20554, effective December 2, 2005, for a maximum of 150 days; peremptory amendment at 29 Ill. Reg. 20693, effective December 12, 2005; peremptory amendment at 30 Ill. Reg. 623, effective December 28, 2005; peremptory amendment at 30 Ill. Reg. 1382, effective January 13, 2006; amended at 30 Ill. Reg. 2289, effective February 6, 2006; peremptory amendment at 30 Ill. Reg. 4157, effective February 22, 2006; peremptory amendment at 30 Ill. Reg. 5687, effective March 7, 2006; peremptory amendment at 30 Ill. Reg. 6409, effective March 30, 2006; amended at 30 Ill. Reg. 7857, effective April 17, 2006; amended at 30 Ill. Reg. 9438, effective May 15, 2006; peremptory amendment at 30 Ill. Reg. 10153, effective May 18, 2006; peremptory amendment at 30 Ill. Reg. 10508, effective June 1, 2006; amended at 30 Ill. Reg. 11336, effective July 1, 2006; emergency amendment at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days; peremptory amendment at 30 Ill. Reg. 12418, effective July 1, 2006; amended at 30 Ill. Reg. 12761, effective July 17, 2006.

SUBPART A: NARRATIVE

Section 310.20 Policy and Responsibilities

- a) It is the policy of the State of Illinois to provide fair and reasonable compensation to employees for service rendered.
- b) The policy and procedures expressed herein are controlling in matters of employee pay administration. It shall be the responsibility of each agency head:
 - 1) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
 - 2) To cause, within his/her agency, full compliance with all the provisions of this Part.

Section 310.30 Jurisdiction

All positions of employment in the service of the State of Illinois shall be subject to the provisions of this Part unless specifically excluded under Section 4(c) (General Exemptions) or Section 4(d) (Partial Exemptions), when the partial exemption is from Jurisdiction A [20 ILCS 415/4(a)(1)], of the Personnel Code [20 ILCS 415/4(c) or (d)] or other pertinent legislation. Those positions to which jurisdiction of the Personnel Code has been or may be later extended shall also be subject to the provisions of this Part.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.40 Pay Schedules

The attached Schedule of Salary Grades (Appendix B), Schedule of Rates (Subpart B), Medical Administrator Rates (Appendix C) and the Merit Compensation System (Subpart C) are hereby made a part of this Part. Each employee subject to this Part, except those whose rates of pay is determined under the Schedule of Rates (Subpart B) or the Merit Compensation System (Subpart C) of this Part, or Section 8(a) of the Personnel Code [20 ILCS 415/8a], shall be paid at a step in the appropriate salary grade in the Schedule of Salary Grades (Appendix B) for the class of position in which he/she is employed.

(Source: Amended at 20 Ill. Reg. 308, effective December 22, 1995)

Section 310.45 Comparison of Pay Grades or Salary Ranges Assigned to Classifications

When comparing pay grades, salary ranges, or a pay grade and a salary range assigned to position classifications, use the maximum rate in the regular pension formula for the pay grade or salary range to determine whether the pay grade or salary range is the same, higher or lower. If the regular pay formula does not exist for the position classification, then use the alternative pension formula for the position classification.

(Source: Added at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.50 Definitions

The following definitions of terms are for purposes of clarification only. They affect the Schedule of Rates (Subpart B), Negotiated Rates of Pay (Appendix A), and the Schedule of Salary Grade Pay Grades – Monthly Rates of Pay (Appendix B). Section 310.500 contains definitions of terms applying specifically to the Merit Compensation System.

"Adjustment in Salary" – A change in salary rate occasioned by a previously committed error or oversight, or required in the best interest of the State as defined in Sections 310.80 and 310.90.

"Base Salary" – A dollar amount of pay specifically designated in the Schedule of Salary Grade Pay Grades – Monthly Rates of Pay (Appendix B) or Schedule of Rates (Subpart B). Base salary does not include commission, incentive pay, bilingual pay, longevity pay, overtime pay, shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Comparable Classes" – Two or more classes that are in the same pay grade.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last salary increase that was at least equivalent to a full step. A new creditable service date will follow an increase of a step or more except for the following actions:

A reevaluation resulting in a salary increase less than a step in the former pay grade.

Reallocation resulting in a salary increase less than a step increase in the former pay grade.

Adjustments as provided for in Section 310.80(f) that are approved to correct errors or oversights. (A new creditable service date will follow Section 310.80(f) adjustments in the best interest of the agency, unless the Director of Central Management Services determines the change in creditable service date to be inequitable.)

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower pay grade than the former class.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed on him/her during normal schedule of work.

"Entrance Salary" – The initial base salary assigned to an employee upon entering State service.

"Hourly Pay Grade" – The designation for hourly negotiated pay rates is "H".

"In Between Pay Grade" – The designation for negotiated pay rates in between pay grades is ".5".

"In-hiring Rate" – An in-hiring rate is a minimum rate/step for a class that is above the normal minimum of the range, as approved by the Director of Central Management Services after a review of competitive market starting rates for similar classes.

"Pay Grade" – The numeric designation used for an established set of steps or salary range.

"Pay Plan Code" – The designation used in assigning a specific salary rate based on a variety of factors associated with the position. Pay Plan Codes used in the Pay Plan are:

- 7 = Salary Grade regular pension formula rate
- 8 = Salary Grade alternative pension formula rate
- 9 = Salary Grade maximum-security institution rate
- B = Negotiated regular pension formula rate for the State of Illinois
- E = Educator title AFSCME negotiated 12-month regular pension formula rate for the State of Illinois
- J = Negotiated regular pension formula rate for states other than Illinois, California or New Jersey
- L = Educator title AFSCME negotiated 12-month alternative pension formula rate for the State of Illinois
- M = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois School for the Visually Impaired
- N = Educator title Illinois Federation of Teachers negotiated 9-month regular pension formula rate for the Illinois School for the Deaf
- O = Educator title AFSCME negotiated 9-month regular pension formula rate at the Illinois Center for Rehabilitation and Education-Roosevelt
- P = Educator title AFSCME negotiated 12-month maximum-security institution rate for the State of Illinois
- Q = Negotiated alternative pension formula rate for the State of Illinois
- S = Negotiated maximum-security institution rate for the State of Illinois
- U = Negotiated regular pension formula rate for the state of California or New Jersey

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher pay grade than the former class.

"Reallocation" – The change in the classification of a position resulting from significant changes in assigned duties and responsibilities.

"Reclassification" – The assignment of a position or positions to a different classification based on creation of a new classification or the revision of existing class specification, and approved by the Civil Service Commission.

"Reevaluation" – The assignment of a different pay grade to a class based upon change in relation to other classes or to the labor market.

"Salary Grade" – The system of pay practices applied to specific positions or employees not represented by a bargaining unit, and not in the Merit Compensation System, which includes Broad-Band positions.

"Salary Range" – The dollar value represented by Steps 1c through 8 of a pay grade assigned to a class title.

"Satisfactory Performance Increase" – An upward revision in the base salary from one designated step to the next higher step in the pay grade for that class as a result of having served the required amount of time at the former rate with not less than a satisfactory level of competence. (Satisfactory level of competence shall mean work, the level of which, in the opinion of the agency head, is above that typified by the marginal employee.)

"Superior Performance" – Performance characterized by work results substantially above a satisfactory level.

"Transfer" – The assignment of an employee to a vacant position having the same pay grade.

"Work Year" – That period of time determined by the agency and filed with the Department of Central Management Services in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.60 Conversion of Base Salary to Pay Period Units

For purposes of converting a base salary to an amount applicable for one pay period, the following methods of computation shall apply:

- a) An annual base salary shall be divided by the number of pay periods in one assigned year.
- b) A monthly base salary shall be divided by two on a semi-monthly payment schedule or shall be multiplied by twelve and the result divided by the number of pay periods in a work year on a payment schedule other than semi-monthly.
- c) A weekly base salary shall be multiplied by 52 and the result divided by the number of pay periods in a work year.
- d) A daily base salary shall be multiplied by the number of days actually worked in a pay period.
- e) An hourly base salary shall be multiplied by the number of hours actually worked in a pay period.

Section 310.70 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation, Sick Leave* and Unused Compensatory Overtime Credits - A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.

* Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of sick days earned and retained during that time period.

- b) Deductions from a Specific Pay Period -- Employees working full time or a regular part of a full time schedule and who work less than the total number of days/hours in a specific pay period due to furlough days/hours or other noncompensated days/hours, as per Section 302.510 of the Personnel Rules (see 80 Ill. Adm. Code 302.510), shall have the value of the days/hours derived by dividing the annualized rate of pay by the total number of days/hours in a work year as filed by the agency with the Department of Central Management Services. The value of the deducted days/hours would be subtracted from the semimonthly rate.
- c) Payment for Fractional Part of a Specific Pay Period – In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, other than when authorized for deduction in accordance with subsection (b), the formula to be used is: monthly rate divided by two equal pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- d) Part-Time Work -- Part-time employees, whose base salary is other than an hourly or daily basis, shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

Section 310.80 Increases in Pay

Except as otherwise provided for in this Section, for employees occupying positions in classes that are paid in conformance with the Schedule of Negotiated Rates (Appendix A) and the Schedule of Salary Grade Pay Grades – Monthly Rates of Pay (Appendix B), increases shall be granted as follows and will become effective the first day of the pay period following the date of approval:

- a) Satisfactory Performance Increase –
 - 1) Each employee who has not attained Step 8 of the relevant pay grade, and whose level of performance has been at a satisfactory level of competence, shall be successively advanced in pay to the next higher step in the pay grade after one year of creditable service in the same class. Step increases are suspended for non-union positions and employees.
 - 2) A satisfactory performance increase shall become effective on the first day of the month within which the required period of creditable service is reached.

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- 3) No satisfactory performance increase may be given after the effective date of separation.
- b) Withholding Satisfactory Performance Increase – As an inducement toward attainment of satisfactory level of competence, satisfactory performance increases may be withheld from the employee who has not achieved a satisfactory level of performance. Such action must be supported by:
 - 1) A performance record showing less than satisfactory performance. This must be prepared by the appropriate supervisor, discussed with the employee and approved by the agency head prior to the date the increase would otherwise become effective. The performance record will not be invalidated by refusal of an employee to sign. In such cases, an explanatory comment shall be made on the record by the supervisor. This record will be preserved by the agency.
 - 2) Notice of withholding of satisfactory performance increases to the Department of Central Management Services – It shall be reported upon completion of action required by subsection (b)(1), but not later than the submission of the payroll reflecting the denial of the increase.
 - c) Redetermination – A satisfactory performance increase previously withheld shall be granted when the cause for withholding has been eliminated. Redetermination must be made at least annually. In such cases the increases will be effective the first day of the month following date of approval and will be preceded by the preparation and filing of a Performance Record within the agency indicating the attainment of satisfactory level of competence.
 - d) Other Pay Increases –
 - 1) Promotion and Reallocation –
 - A) Normally, upon promotion or reallocation, an employee shall be advanced to the lowest step in the new grade that represents at least a full step increase in the former grade. When an employee is promoted from Step 8, the employee shall be paid at the lowest step rate in the new range that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the new range that is at least equivalent to that amount.

- B) Any deviation requires prior written approval of the Director of Central Management Services. In determining the appropriateness of a request for a special salary treatment by an employing agency, the Director of Central Management Services will consider whether the need for the special salary treatment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.
- 2) Reevaluation – If a higher pay grade is assigned to a class, the employee occupying the position in the class shall be advanced to the lowest step in the new grade that represents an increase in pay. If an employee becomes eligible for a satisfactory performance increase as a result of the reevaluation, a one-step increase will be granted immediately.
- 3) Separation and Subsequent Appointment – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher pay grade, an increase shall be given under the conditions and requirements applicable to promotions.
- 4) Reclassification – If the class to which the position is being moved has a higher pay grade, the employee's base salary is advanced to the salary in the new pay grade that represents the least increase in pay. If this new salary is less than the difference between Step 7 and Step 8 in the previous pay grade and the employee has been paid the base salary in Step 8 of the previous pay grade for longer than one year, the new salary is advanced one step from the salary in the new pay grade representing the least increase.
- e) Adjustment – An employee may receive an upward adjustment in his/her base salary for the purpose of correcting a previous error, oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. The effective date for the 4% adjustment increase effective December 2, 2005 is as stated.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.90 Decreases in Pay

Employees other than those whose base salaries are determined by the Schedule of Rates (Subpart B) shall have their salaries reduced only as specified below and shall become effective the first day of the pay period following date of approval:

- a) Demotion for Cause to a Lower Class – Upon demotion, the employee's base salary will be reduced to Step 8 of the pay grade for the lower class if the current base salary is in excess thereof, or to the step in the lower pay grade which provides the salary nearest in amount, but less than, the current base salary, except that an employee demoted during a probationary period following promotion will have his/her salary reduced to the step in the lower pay grade which represents the salary had the employee not been promoted, and his/her previous creditable service date will be restored.
- b) Position Reallocated to a Lower Class – The employee's base salary will be reduced to Step 8 of the lower pay grade, if in excess thereof, or to the step in the lower pay grade nearest in amount to, but in no case more than, the current base salary. However, as provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reallocated because of loss of duties and responsibilities after his/her appointment to such position, shall not be required to be lowered to an exact step for a period of one year. Where the base salary is identical to an exact step in the lower range, he/she shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.
- c) Voluntary Reduction to a Lower Class – Upon the voluntary reduction of an employee to a vacant position in a class having a lower pay grade than the class from which the reduction was made, the employee's base salary will be reduced to Step 8 of the lower pay grade if in excess thereof, or to the step in the lower pay grade which provides the base salary nearest in amount, but less than, the current base salary, except that an employee who voluntarily requests a reduction to a lower class during a probationary period following promotion will have his/her salary reduced to the step in the pay grade that represents the salary had the employee not been promoted, and his/her previous creditable service date will be restored.
- d) Assignment of a Lower Pay Grade to a Class – Upon assignment, an employee's base salary will be that step in the new pay grade nearest to, but not greater in amount than, the step being vacated in the former pay grade.

- e) Adjustment – An employee may receive a downward adjustment in his/her base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.
- f) Reclassification – If the class to which the position is being moved has a lower pay grade, the employee's base salary will be the salary in the new pay grade nearest to, but not greater than, the employee's former salary. As provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reclassified shall not be lowered for a period of one year. If the base salary is identical to an exact step in the lower range, he/she shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.100 Other Pay Provisions

- a) Transfer – Upon the assignment of an employee to a vacant position in a class with the same pay grade as the class for the position being vacated, the employee's base salary will not be changed. Upon separation from a position in a given class and subsequent appointment to a position in the same pay grade, no increase in salary will be given.
- b) Entrance Base Salary –
 - 1) Qualifications Only Meet Minimum Requirements – When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hiring rate or the minimum base salary of the pay grade.

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- 2) **Qualifications Above Minimum Requirements** – If a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 10% above the candidate's current base salary. An entrance base salary offer more than 10% above the candidate's current base salary requires documentation in the candidate's CMS employment application (CMS-100) to support the higher entrance base salary offer and prior approval from the Director of Central Management Services. The approval is based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, prior base salary history, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position.
 - 3) **Area Differential** – For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance step may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate shall be advanced to the new rate.
 - c) **Geographical Transfer** – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment effective the first day of the month following date of approval.
 - d) **Differential and Overtime Pay** – An eligible employee may have an amount added to his/her base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
 - 1) **Shift Differential Pay** – An employee may be paid an amount in addition to his/her base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

2) Overtime Pay –

A) Eligibility – The Director of Central Management Services will maintain a list of titles and their overtime eligibility as determined by labor contracts, Federal Fair Labor Standards Act, or State law or regulations. Overtime shall be paid in accordance with the labor contracts, Federal Fair Labor Standards Act, and State law or regulations.

B) Compensatory Time – Employees who are eligible for compensatory time may request such time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.

3) Incentive Pay – An employee may be paid an amount in addition to his/her base salary for work performed in excess of the normal work standard as determined by agency management. The additional compensation shall be at a wage rate and in a manner approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

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- 4) Temporary Assignment Pay –
- A) When Assigned to a Higher-Level Position Classification – A bargaining unit employee may be temporarily assigned to a bargaining unit position in a position classification having a higher pay grade and shall be eligible for temporary assignment pay. To be eligible for temporary assignment pay, the employee must be directed to perform the duties that distinguish the higher-level position classification and be held accountable for the responsibility of the higher classification. Employees shall not receive temporary assignment pay for paid days off except if the employee is given the assignment for 30 continuous days or more, the days off fall within the period of time and the employee works 75% of the time of the temporary assignment. Temporary assignment pay shall be calculated as if the employee received a promotion into the higher pay grade. In no event is the temporary assignment pay to be lower than the minimum rate of the higher pay grade or greater than the maximum rate of the higher pay grade.
 - B) When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- e) Interim Assignment Pay – On the effective date of the certified non-bargaining unit employee's interim assignment [80 Ill. Adm. Code 302.150(j)], the employee shall receive an adjustment as if the employee received a promotion into the higher pay grade. This means that the employee shall be advanced to the lowest step in the higher pay grade that represents at least a full step increase in the lower pay grade. When the employee's current rate is Step 8 in the lower pay grade, the employee shall be paid at the lowest step rate in the higher pay grade that results in an increase equal to at least 3%. To compute this, add 3% to the employee's current rate at Step 8 (then include longevity if the employee is receiving an increased rate based on longevity). Then place the employee on the lowest step in the higher pay grade that is at least equivalent to that amount. Upon interim assignment, the employee's creditable service date shall change to the effective date of the interim assignment unless the adjustment results in less than at least a full step increase.

- f) Equivalent Earned Time –
 - 1) Eligibility – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of 40 actual work hours in a work week.
 - 2) Accrual –
 - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of 40 actual work hours in a work week. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 120 hours in any fiscal year.
 - B) Equivalent earned time will accrue in no less than one-half hour increments. Time spent in travel outside the normal work schedule shall not be counted toward accrual of equivalent earned time.
 - 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. This time may not be carried over from one fiscal year to another fiscal year, except that equivalent earned time accrued during June of one fiscal year may be carried over for use prior to August of the immediately following fiscal year. At no time is equivalent earned time to be converted into cash payment or transferred from one agency to another agency.
- g) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily basis computed by dividing the annual rate of salary by the total number of work days in the year.
- h) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

- i) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum cannot be given in these transactions. Method of computation is explained in Section 310.70(a).

AGENCY NOTE – The method to be used in computing the lump sum payment for accrued vacation, sick leave and unused compensatory overtime payment for an incumbent entitled to shift differential during his/her regular work hours will be to use his/her current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- j) Salary Treatment Upon Return From Leave – An employee returning from Administrative Leave (80 Ill. Adm. Code 302.795), Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave with Pay (80 Ill. Adm. Code 303.175), Family Responsibility Leave (80 Ill. Adm. Code 303.148), Leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, Leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230) or Leave to serve in an interim assignment will be placed on the step that reflects satisfactory performance increases to which he/she would have been entitled during his/her period of leave. Creditable service date will be maintained. An employee returning to his/her former pay grade from any other leave of over 14 days will be placed at the step on which he/she was situated prior to his/her leave, and his/her creditable service date will be extended by the duration of the leave.
- k) Salary Treatment Upon Reemployment –
 - 1) Upon the reemployment of an employee in a class with the same pay grade as the class for the position held before layoff, the employee will be placed at the same salary step as held at the time of the layoff, and his/her creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

- 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the step in the lower pay grade that provides the base salary nearest in amount to, but less than, the current value of the step held at the time of layoff, and his/her creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- l) Reinstatement – The salary upon reinstatement should not provide more than a 10% increase over the candidate's current base salary or exceed the current value of the salary step held in the position where previously certified without prior approval by the Director of Central Management Services. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the pay grade.
- m) Extended Service Payment –
 - 1) The Step 8 rate shall be increased by \$25 per month for those employees who have attained 10 years of service and have three years of creditable service on Step 8 in the same pay grade. This increase is suspended for non-union positions and employees.
 - 2) The Step 8 rate shall be increased by \$50 per month for those employees who have attained 15 years of service and have three years of creditable service on Step 8 in the same pay grade. This increase is suspended for non-union positions and employees.
- n) Bi-lingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.

(Source: Amended by emergency rulemaking at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days, and amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.110 Implementation of Pay Plan Changes

The rates of pay for all employees occupying positions subject to the Schedule of Salary Grade Pay Grades shall be as set out in Appendix B, Schedule of Salary Grade Pay Grades – Monthly Rates of Pay.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.120 Interpretation and Application of Pay Plan

The Director of Central Management Services shall determine the proper interpretation and application of each provision of the Plan. The decision of the Director as to the proper interpretation or application of any such provision shall be final and binding upon all agencies and employees affected thereby, and all agencies and employees shall comply with the Director's decision, in the absence of a written opinion of the Attorney General or a written directive of the Civil Service Commission or a court order declaring the Director's decision to be unlawful.

Section 310.130 Effective Date

This Pay Plan Narrative (Subpart A), Schedule of Rates (Subpart B), Merit Compensation System (Subpart C), Schedule of Salary Grade Pay Grades – Monthly Rates of Pay (Appendix B), Medical Administrator Rates (Appendix C), Merit Compensation System Salary Schedule (Appendix D), and Broad-Band Pay Range Classes Salary Schedule (Appendix G) shall be effective for Fiscal Year 2007.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.140 Reinstitution of Within Grade Salary Increases (Repealed)

(Source: Repealed at 22 Ill. Reg. 16158, effective August 31, 1998)

Section 310.150 Fiscal Year 1985 Pay Changes in Schedule of Salary Grades effective July 1, 1984 (Repealed)

(Source: Repealed at 9 Ill. Reg. 10663, effective July 1, 1985)

SUBPART B: SCHEDULE OF RATES**Section 310.205 Introduction**

An employee occupying a position for which the rate of pay is determined by one of the methods enumerated in this Subpart shall be paid a wage as specified.

Section 310.210 Prevailing Rate

Prevailing rate means the rate of pay for each class and locality certified as being correct by the Director of the Illinois Department of Labor and approved by the Director of Central Management Services or as established under the Prevailing Wage Act [820 ILCS 130]. The following are prevailing rate classes:

Baker	Roofer
Barber	Sewage Plant Operator
Beautician	Sign Hanger
Brickmason	Sign Hanger Foreman
Carpenter	Sign Painter
Carpenter Foreman	Sign Painter Helper
Cement Finisher	Stationary Engineer
Electrician	Stationary Engineer – Assistant Chief
Highway Construction Equipment Operator	Stationary Engineer – Chief
Laborer	Stationary Fireman
Laborer (Building)	Steamfitter
Laborer Foreman	Teacher of Barbering
Machinist	Teacher of Beauty Culture
Maintenance Worker (Power Plant)	Tinsmith
Painter	Trades Tender
Plasterer	Water Plant Operator
Plumber	

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.220 Negotiated Rate

- a) The rate of pay for a class in any specific area or agency, or in a specific area for an agency, as established and approved by the Director of Central Management Services after having conducted negotiations for this purpose, or as certified as being correct and reported to the Director of Central Management Services by the Director of the Illinois Department of Labor for designated classifications.
- b) An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall receive the contract rate and other compensation items specified by the contract, unless the Director of Central Management Services has established another specific provision. Subsection (b) is suspended for non-union positions and employees.
- c) As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for and the amount of this pay will be as provided in the contract.
- d) The negotiated rates of pay for classifications in specified operating agencies, in specified agency facilities or with specified duties shall be as indicated in Appendix A of this Part.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.230 Part-Time Daily or Hourly Special Services Rate

The rate of pay as approved by the Director of Central Management Services for persons employed on a part-time basis requiring irregular hours of work and not listed below shall be calculated using the conversion method in Section 310.240.

<u>Position</u>	<u>Rates</u>
Conservation/Historic Preservation Worker	6.50 to 9.00 (hourly)

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.240 Daily or Hourly Rate Conversion

Rates of pay for employees whose work is of an irregular nature and whose compensation is based on a daily or hourly rate shall be computed as follows:

- a) Daily Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working days in a year according to the normal work schedule of that class for the agency.
- b) Hourly Rate Conversion – Conversion of the applicable monthly salary to an annual amount and dividing the result by the number of working hours in a year according to the normal work schedule of that class for the agency.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.250 Member, Patient and Inmate Rate

The rates of pay for all members, patients and inmates shall be as decided by the head of the operating agency in accordance with the agency's administrative policy and reported to the Director of the Department of Central Management Services.

Section 310.260 Trainee Rate

Rates of pay for employees working in Trainee classes or in other classes pursuant to a Trainee Program (80 Ill. Adm. Code 302.170) shall conform to those set forth in the applicable Trainee Program, to salary grades pay grades approved for or pay grades negotiated for such training classes. Merit compensation system Trainee Program rates, which are recommended by the agency head where the Trainee Program is established, will normally be less than the entrance rate for the class for which training is being conducted unless otherwise approved by the Director of Central Management Services. (Effective July 1, 2003, increases are suspended for non-union positions and employees.) Effective December 2, 2005, non-bargaining-unit trainee rates receive a 4% adjustment increase and the base salary for each non-bargaining-unit employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in the employee's creditable service date.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.270 Legislated and Contracted Rate

The rate of pay for employees occupying positions that require payment in accordance with specified rates set forth in legislation or by contract is as follows:

	Annual Salary
Arbitrator	\$97,790

When an Arbitrator is serving as an acting Commissioner of the Illinois Workers' Compensation Commission, the appropriate rate will be the same as the rate set for a Commissioner.

(Source: Amended at 29 Ill. Reg. 19551, effective November 21, 2005)

Section 310.280 Designated Rate

- a) Requirements – The rate of pay for a specific position or class of positions excluded from the other requirements of this Pay Plan shall be only as designated by the Governor. A designated rate is the fixed rate of pay assigned usually to one position within a position classification. The fixed rate is above the maximum of the pay grade or salary range assigned to the position classification. The fixed rate is the value the employing agency determines for the uniquely combined position and employee or the candidate recruited to be the employee. A designated rate may be assigned to a position classification and, therefore, all positions within the position classification. The establishment of or change to a designated rate requires a request from the head of the employing agency to the Director of Central Management Services.

- b) Request from the Head of the Employing Agency – The request from the employing agency head shall explain the unique nature of the employee's education and experience combined with the position's scope, responsibility, and reporting that warrant the requested designated rate, how the requested designated rate was determined, and the requested effective date. The employing agency shall attach to the request the current position description (CMS-104) and the candidate's or employee's current State employment or promotional employment application (CMS-100 or CMS-100B).
- c) Review and Approval – The Director of Central Management Services shall review the requested designated rate by comparing the value given to other positions and employees in the employing agency, the State, and other states when available. Following the review, the Director of Central Management Services shall seek the Governor's approval for the designated rate and its effective date.
- d) Employee Payment – When the rate is approved, this Section shall be amended to include the approved designated rate. Once amended, the employing agency shall pay the employee the designated rate retroactively to the effective date approved by the Governor.
- e) Annual Designated Rates by Employing Agency –

Department of Commerce & Economic Opportunity

Private Secretary II (Pos. No. 34202-42-00-000-01-02)	<u>Annual Salary</u> 62,400
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Department of Healthcare and Family Services

Senior Public Service Administrator (Pos. No. 40070-33-20-000-00-61)	<u>Annual Salary</u> 123,060
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Department of Human Services

Administrative Assistant I (Pos. No. 00501-10-68-010-80-21)	<u>Annual Salary</u> 55,200
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Department of Public Health

Senior Public Service Administrator (Pos. No. 40070-20-80-000-00-81)	<u>Annual Salary</u> 139,364
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Department of Revenue

Senior Public Service Administrator
(Pos. No. 40070-25-60-000-00-01)

Annual Salary
133,104

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.290 Out-of-State or Foreign Service Rate

- a) Requirements – The out-of-state or foreign service rate is the rate of pay for employees not subject to Section 310.220 but occupying positions in the classification titles listed in subsection (d) that require payment in accordance with the economic conditions of another state or foreign country. The employee shall reside in the state or foreign country where the position is assigned.
- b) Adjustments – The Director of Central Management Services will, before approving an adjustment, consider the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances. Effective December 2, 2005, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in the employee's creditable service date. For foreign service rates listed in subsection (d), an adjustment shall be made once a month to the base salary of an employee stationed in a foreign country to compensate for a change in the currency exchange rate. Adjustments except those based on the currency exchange rate or those effective December 2, 2005, are suspended for non-union positions and employees.
- c) Out-Of-State Rate Calculation – For out-of-state rates, ranges assigned to states other than California and New Jersey are 15% above the ranges assigned to in-state positions and are listed in subsection (d). Ranges assigned to California and New Jersey are 30% above the ranges assigned to in-state positions and are listed in subsection (d).

d) Minimum and Maximum Out-of-State or Foreign Service Rates in Ranges by Classification Title –

Title	Range December 2, 2005	
	minimum	maximum
Executive II		
(States Other Than California and New Jersey)	3401	6130
(CA, NJ)	3844	6929
Foreign Service Economic Development Executive I	4002	7365
Foreign Service Economic Development Executive II	5126	9654
Foreign Service Economic Development Representative	3400	6130
Office Administrator IV		
(States Other Than California and New Jersey)	2673	4630
(CA, NJ)	3021	5234
Office Assistant (Foreign Service)	2256	2976
Office Associate		
(States Other Than California and New Jersey)	2387	3204
(CA, NJ)	2699	3622
Office Coordinator		
(States Other Than California and New Jersey)	2465	3327
(CA, NJ)	2786	3761
Public Service Administrator		
(States Other Than California and New Jersey)	3583	7843
(CA, NJ)	4051	8866
Revenue Tax Specialist I		
(States Other Than California and New Jersey)	2751	3803

(CA, NJ)	3110	4299
Revenue Tax Specialist II		
(States Other Than California and New Jersey)	2976	4209
(CA, NJ)	3364	4758
Revenue Tax Specialist Trainee		
(States Other Than California and New Jersey)	2546	3468
(CA, NJ)	2878	3921
Senior Public Service Administrator		
(States Other Than California and New Jersey)	4939	11607
(CA, NJ)	5584	13121

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.300 Educator Schedule for RC-063 and HR-010

The rates of pay for employees in an Educator position shall be as determined in this Section and as shown in Appendix A, Tables T and Y of this Part.

- a) Selection of the appropriate salary lane will be based on the level of academic status attained by the incumbent that relates to the educational programs of the employing agency. All hours beyond bachelor's level must be approved by the employing agency as being applicable to its programs.
- b) All provisions of Subpart A of this Part shall apply to incumbents of the Educator positions, with the following exceptions:
 - 1) For HR-010 only, 310.100 (b) and (l) shall not apply.
 - 2) For both RC-063 and HR-010: Section 310.100 (c) (3) and (4), (d), and (f) shall not apply.
- c) Upon furnishing evidence of the satisfactory completion of required course work, the employee shall be advanced in pay to the same numbered step in the appropriate salary lane. Increases in the rate of pay shall be effective on the first day of the pay period following approval.

(Source: Peremptory Amendment at 29 Ill. Reg. 14098, effective September 2, 2005)

Section 310.310 Physician Specialist Rate

Upon furnishing evidence of American Board Certification in accordance with the requirements provisions of the class specification for Physician Specialist, an incumbent shall advance from a step in the residency option to the same numbered step of the certification option of their specialty. Such increase in the rate of pay shall be effective on the first day of the pay period following the date of approval.

(Source: Peremptory Amendment at 11 Ill. Reg. 13675, effective July 29, 1987)

Section 310.320 Annual Compensation Ranges for Executive Director and Assistant Executive Director, State Board of Elections (Repealed)

(Source: Repealed at 29 Ill. Reg. 13540, effective August 22, 2005)

Section 310.330 Excluded Classes Rate (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

SUBPART C: MERIT COMPENSATION SYSTEM**Section 310.410 Jurisdiction**

The Merit Compensation System shall apply to all classes of positions designated below and in the ALPHABETIC INDEX OF POSITION TITLES. Also see Section 310.495 for the application of the Merit Compensation System for those Broad-Band titles listed with their salary ranges in Appendix G.

Title	Title Code	Salary Plan
Accountant Supervisor	00135	MC-05
Activity Therapist Supervisor	00163	MC-07
Actuary III	00203	MC-16
Administrative Assistant I	00501	MC-04
Administrative Assistant II	00502	MC-06
Agricultural Marketing Representative	00810	MC-05
Assignment Coordinator	01530	MC-07
Assistant Automotive Shop Supervisor	01565	MC-03
Automotive Shop Supervisor	03749	MC-07
Boat Safety Inspection Supervisor	04850	MC-06
Building Construction Inspector I	05541	MC-04
Building Construction Inspector II	05542	MC-05
Business Manager	05815	MC-05
Commerce Commission Police Sergeant	08457	MC-07

Corrections Leisure Activities Specialist III	09813	MC-06
Corrections Leisure Activities Specialist IV	09814	MC-07
Corrections Vocational School Supervisor	09880	MC-05
Court Reporter Supervisor	09903	MC-08
Data Processing Supervisor II	11436	MC-04
Data Processing Supervisor III	11437	MC-07
Dietary Manager I	12501	MC-03
Dietary Manager II	12502	MC-05
Disability Claims Analyst	12540	MC-06
Economic Development Representative I	12931	MC-05
Economic Development Representative II	12932	MC-07
Electrical Engineer	13180	MC-10
Employment Security Field Office Supervisor	13600	MC-06
Engineering Technician IV	13734	MC-07
Executive I	13851	MC-05
Executive II	13852	MC-07
Executive Secretary II	14032	MC-01
Executive Secretary III	14033	MC-02
Facility Fire Chief	14433	MC-02
Guard Supervisor	17685	MC-01
Guardianship Supervisor	17720	MC-07
Highway Construction Supervisor I	18525	MC-07
Highway Construction Supervisor II	18526	MC-09
Historical Library Chief of Acquisitions	18987	MC-06
Human Rights Mediator	19771	MC-05
Human Services Casework Manager	19788	MC-07
Internal Auditor I	21721	MC-05
Internal Security Investigator I	21731	MC-04
Internal Security Investigator II	21732	MC-07
International Marketing Representative I	21761	MC-05
KidCare Supervisor	22003	MC-07
Laundry Manager I	23191	MC-01
Librarian II	23402	MC-05
Lottery Regional Coordinator	24504	MC-07
Management Operations Analyst I	25541	MC-06
Manuscripts Manager	25610	MC-06
Meat and Poultry Inspector Supervisor	26073	MC-05
Mental Health Administrator I	26811	MC-05
Mental Health Administrator II	26812	MC-07
Mental Health Program Administrator	26908	MC-20
Methods and Procedures Advisor III	27133	MC-07

Office Administrator IV	29994	MC-02
Office Administrator V	29995	MC-03
Plumbing Consultant	32910	MC-09
Police Lieutenant	32977	MC-09
Private Secretary I	34201	MC-02
Private Secretary II	34202	MC-04
Property Tax Analyst III	34923	MC-05
Public Aid Family Support Specialist II	35842	MC-05
Public Aid Quality Control Supervisor	35900	MC-07
Public Aid Staff Development Specialist III	36073	MC-06
Public Health Program Specialist III	36613	MC-07
Public Information Coordinator	36750	MC-06
Radiologic Technologist Chief	37505	MC-03
Rehabilitation Workshop Supervisor III	38196	MC-05
Reimbursement Officer II	38200	MC-05
Reproduction Service Supervisor II	38202	MC-04
Residential Care Program Supervisor I	38271	MC-06
Safety Responsibility Analyst Supervisor	38915	MC-02
Security Officer Chief	39875	MC-04
Security Officer Lieutenant	39876	MC-02
Security Therapy Aide IV	39904	MC-05
Sign Shop Foreman	41000	MC-06
Staff Development Specialist I	41771	MC-05
Staff Development Technician II	41782	MC-03
Statistical Research Specialist III	42743	MC-06
Statistical Research Supervisor	42745	MC-07
Storekeeper III	43053	MC-01
Supervising Vehicle Testing Compliance Officer	43680	MC-06
Switchboard Chief Operator	44410	MC-01
Technical Advisor I	45251	MC-05
Technical Advisor II	45252	MC-07
Telecommunications Supervisor	45305	MC-07
Utility Engineer I	47451	MC-05
Utility Engineer II	47452	MC-07
Vehicle Emissions Compliance Supervisor	47583	MC-05
Waterways Construction Supervisor I	49061	MC-05
Waterways Construction Supervisor II	49062	MC-07

(Source: Peremptory amendment at 30 Ill. Reg. 12418, effective July 1, 2006)

Section 310.420 Objectives

The principal objectives of the Merit Compensation System are:

- a) To provide for recognition of and reward for differences in individual employee performance.
- b) To provide standard methods and procedures for establishing and applying rates of pay.
- c) To insure internal equity and consistency within and between departments and agencies at all locations of the state.
- d) To establish and maintain fair and competitive salary ranges consistent with the economic interests of the State of Illinois.

Section 310.430 Responsibilities

- a) It shall be the responsibility of each agency head:
 - 1) To cause, within the agency, full compliance with all provisions of the Merit Compensation System.
 - 2) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
- b) It shall be the responsibility of the Department of Central Management Services:
 - 1) To develop procedures and techniques as required for the implementation and for the standardization of the application of the Merit Compensation System.
 - 2) To develop and maintain classification standards and salary range rankings for all positions subject to the System.
 - 3) To review and approve employees' rates of pay and personnel changes for compliance with established policy and procedures.

Section 310.440 Merit Compensation Salary Schedule

- a) The Merit Compensation Salary Schedule attached at the end of the Pay Plan as Appendix D is hereby made a part of the Merit Compensation System.
- b) The Salary Schedule shall consist of a series of salary ranges, each composed of a minimum, midpoint and maximum rate.

(Source: Amended at 20 Ill. Reg. 15018, effective November 7, 1996)

Section 310.450 Procedures for Determining Annual Merit Increases

- a) An annual merit increase is an in-range salary adjustment for demonstrated performance.
- b) Eligibility for an annual merit increase shall be determined by the following conditions:
 - 1) Each employee will be eligible for a merit review after attaining 12 months creditable service. The employee's immediate supervisor shall prepare an Individual Development and Performance Evaluation form prior to the Performance Review Date, and discuss the results with the employee.
 - 2) Should the Individual Development and Performance review result in the employee not being eligible for an annual merit increase due to provisions of Section 310.450(d), or should the employee's base rate be at the maximum rate of pay of the salary range assigned to the employee's position, the employee will not be eligible for an annual merit increase until 12 months of additional creditable service has been accrued.
- c) Based upon the results of the Individual Development and Performance Evaluation, the employees' immediate supervisor shall determine whether the employee's performance warrants or does not warrant an annual merit increase.

- d) The amount of an annual merit increase recommendation shall be determined by use of the Merit Increase Guidechart of Section 310.540 if the employee's Individual Development and Performance Evaluation has on the Performance Review Date been evaluated at a Category 3 or higher level. An employee whose Individual Development and Performance Evaluation has on the Performance Review Date been evaluated at Category 4 shall not receive an increase in the present base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of pay of the respective salary range assigned to the employee's position. (Effective July 1, 2003, increases are suspended.)
- e) The employee's immediate supervisor shall prepare a Performance Certification and Salary Increase Recommendation form indicating whether or not the employee is eligible for an annual merit increase and the amount thereof. (Effective July 1, 2003, merit increases are suspended.)
- f) The employee's immediate supervisor shall forward the Individual Development and Performance Evaluation records and Performance Certification and Salary Increase Recommendation records to the agency head or a designated authority for review and approval.
- g) Annual merit increase in pay shall become effective the first day of the month in which the employee's Performance Review Date occurs.

(Source: Amended at 28 Ill. Reg.8842, effective June 11, 2004.)

Section 310.455 Intermittent Merit Increase

Until further amendment, Intermittent Merit Increases are suspended.

- a) An Intermittent Merit Increase may be proposed by a supervisor when one of the following conditions have been met: Outstanding performance of a substantial project; outstanding performance by a manager or supervisor that greatly improves operating efficiency; performance significantly beyond standards for a sustained period. The supervisor must document the circumstances justifying the merit increase.
- b) An Intermittent Merit Increase may be awarded in any whole dollar amount up to 5% of current base salary. An Intermittent Merit Increase may be awarded to an employee not more often than once in a six month period.
- c) The increase must have the prior approval of the agency Director and the Director of Central Management Services.

(Source: Amended at 18 Ill. Reg. 1107, effective January 18, 1994)

Section 310.456 Merit Zone (Repealed)

(Source: Repealed at 20 Ill. Reg. 15018, effective November 7, 1996)

Section 310.460 Other Pay Increases

- a) Promotion – Normally upon promotion an employee shall be advanced in salary by an amount equivalent to between 8 and 15 percent of the current base salary. In no event is the resulting salary to be lower than the minimum rate of the salary range to which the employee is being promoted or greater than the maximum of the new salary range. Upon promotion the employee shall receive a new creditable service date.
- b) Reallocation – Upon reallocation, an employee shall be advanced in salary to a rate of pay that is the equivalent of 5 percent above the current base salary. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the new salary range. A reallocation will not affect the creditable service date of the employee, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new title.
- c) Reevaluation – If a higher salary range is assigned to a class, the employee occupying a position in the class normally shall be advanced the equivalent of 5 percent of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed due to the reevaluation of the class the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.
- d) Separation and Subsequent Appointment – Upon separation from a position of a given class and appointment within four calendar days to a position in a higher salary range, an increase shall be given under the conditions and requirements applicable to promotions (see subsection (a)).

- e) **Reclassification** – If the class to which the position is being moved has a higher salary range, the employee occupying the position shall be advanced the equivalent of 5 percent of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of the employee will not be changed due to the reclassification of the position the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.470 Adjustment

An employee may receive an upward adjustment in base salary for the purpose of correcting a previous error or oversight or, when the best interests of the agency and the State of Illinois will be served. Such adjustments must have the prior approval of the Director of Central Management Services. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request. A salary adjustment of over 3% (unless the adjustment is effective December 2, 2005, or other adjustments result in \$175 per month or less) will create a new creditable service date.

(Source: Amended at 30 Ill. Reg. 11336, effective July 1, 2006)

Section 310.480 Decreases in Pay

Employees subject to this Part shall have their salaries reduced only as specified below. Any reduction in salary shall become effective on the first day of the month following approval of the reduction.

- a) **Demotion for Cause to a Lower Class** – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. An employee demoted during a probationary period following promotion will have the base salary reduced to the same salary the employee received before being promoted and the previous creditable service date will be restored.

- b) Position Reallocated to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if it excess thereof. However, as provided in Section 8(a) of the Personnel Code, the pay of an employee whose position is reallocated because of duties and responsibilities after appointment to such position shall not be required to be lowered to a salary within the range for a period of one year.
- c) Voluntary Reduction to a Lower Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. However, an employee who voluntarily requests a reduction during a probationary period following a promotion will have the base salary reduced to the same salary in the lower salary range from which the employee was promoted and the previous creditable service date will be restored.
- d) Assignment of a Lower Salary Range to a Class – If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof.
- e) Adjustment – An employee may receive a downward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency or the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.
- f) Reclassification – If the employee's current base salary is within the lower salary range, it shall be retained without change. If the employee's current base salary is higher than the maximum of the lower salary range, the base salary shall be reduced to the maximum of the lower salary range. As provided in Section 8(a) of the Personnel Code, the base salary shall not be lowered to a salary within the range for a period of one year.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.490 Other Pay Provisions

- a) Transfer – Upon assignment of an employee to a vacant position in a class with the same salary range as the class for the position being vacated, the employee's base salary will not be changed. Upon separation and subsequent appointment to a position in the same salary range, no increase in salary will be given.
- b) Entrance Base Salary –
 - 1) When a candidate only meets the minimum requirements of the class specification upon entry to State service, an employee's entrance base salary is the in-hiring rate or the minimum base salary of the salary range.
 - 2) Qualifications Above Minimum Requirements – If a candidate possesses directly-related education and experience in excess of the minimum requirements of the class specification, the employing agency may offer the candidate an entrance base salary that is not more than 10% above the candidate's current base salary. An entrance base salary offer more than 10% above the candidate's current base salary requires documentation in the candidate's CMS employment application (CMS-100) to support the higher entrance base salary offer and prior approval from the Director of Central Management Services. The approval is based on the candidate's documented directly-related education and experience exceeding the minimum requirements in the class specification, prior base salary history, staffing needs and requirements of the employing agency, and labor market influences on the recruitment for the position classification or position.
 - 3) Area Differential – For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which the positions are established, a higher entrance salary may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate of pay shall be advanced to the new rate.
- c) Geographical Transfer – Upon geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment, effective the first day of the month following the date of assignment.

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- d) Differential and Overtime Pay – An eligible employee may have an amount added to the base salary for a given pay period for work performed in excess of the normal requirements for the position and work schedule, as follows:
- 1) Shift Differential Pay – An employee may be paid an amount in addition to the base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
 - 2) Overtime Pay –
 - A) Eligibility – The Director of Central Management Services shall maintain a listing of classes of positions subject to the provisions of the Merit Compensation System that are eligible for overtime compensation. Classes in salary ranges MC 6 and below are eligible for straight-time overtime unless exceptions are determined by the Director of Central Management Services or federal guidelines. Employees in these classes of positions who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis for all hours worked in excess of a normal work week. Overtime in less than one-half hour increments per day shall not be accrued. Classes in MC 7 and above are not eligible for overtime unless required by federal regulation or approved by the Director of Central Management Services. Exceptions must be requested by the employing agency and will be determined on the basis of the special nature of the situation, a substantial need to provide overtime compensation and a significant number of hours worked beyond the normal work schedule, and will be granted only for a specified time period for which the special situation is expected to exist.

- B) Compensatory Time – Employees who are eligible for compensatory time may request such time, which may be granted by the agency at its discretion, considering, among other things, its operating needs. Compensatory time shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Compensatory time shall be accrued at the rate in which it is earned (straight time or time and a half), but shall not exceed 120 hours in any fiscal year. Compensatory time approved for non-union employees will be earned after 40 actual work hours in a workweek. Compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned. Time spent in travel outside the normal work schedule shall not be accrued as compensatory time except as provided by labor contracts and the Federal Fair Labor Standards Act. At no time are overtime hours or compensatory time to be transferred from one agency to another agency.
- e) Equivalent Earned Time –
- 1) Eligibility – Employees who are non-union, exempt under the Federal Fair Labor Standards Act, and in positions not eligible for overtime compensation may receive equivalent earned time for hours worked in excess of 40 actual work hours in a work week.
 - 2) Accrual –
 - A) Employees who are eligible for equivalent earned time shall request that time before working in excess of 40 actual work hours in a work week. Requests for equivalent earned time may be granted by the agency at its discretion, considering its operating needs. Equivalent earned time shall be accrued at straight time only to a maximum of 120 hours in any fiscal year.
 - B) Equivalent earned time will accrue in no less than one-half hour increments. Time spent in travel outside the normal work schedule shall not be counted toward accrual of equivalent earned time.

- 3) Compensation – Any approved equivalent earned time shall be taken at a time convenient to the employee and consistent with the operating needs of the agency. This time may not be carried over from one fiscal year to another fiscal year, except that equivalent earned time accrued during June of one fiscal year may be carried over for use prior to August of the immediately following fiscal year. At no time is equivalent earned time to be converted into cash payment or transferred from one agency to another agency.
- f) Part-Time Work – Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis computed by dividing the annual rate of salary by the total number of work days in the year.
- g) Out-of-State Assignment – Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.
- h) Lump Sum Payment – Lump sum payment shall be provided for accrued vacation, sick leave and unused compensatory overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and temporary layoff (per 80 Ill. Adm. Code 302.510) are not separations and therefore lump sum payments cannot be given in these transactions. Methods of computation are explained in Section 310.520(a).

AGENCY NOTE: The method to be used in computing lump sum payment for accrued vacation, sick leave and unused compensatory overtime for an incumbent entitled to shift differential during the regular work hours will be to use the current base salary plus the shift differential pay. Sick leave earned prior to January 1, 1984 and after December 31, 1997 is not compensable. Sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days.

- i) Salary Treatment upon Return from Leave – An employee returning from Administrative Leave (80 Ill. Adm. Code 302.795), Military Leave (80 Ill. Adm. Code 302.220 and 303.170), Peace Corps Leave (80 Ill. Adm. Code 302.230), Service-Connected Disability Leave (80 Ill. Adm. Code 303.135), Educational Leave (80 Ill. Adm. Code 302.215), Disaster Service Leave with Pay (80 Ill. Adm. Code 303.175), Family Responsibility Leave (80 Ill. Adm. Code 303.148), Leave to accept a temporary, emergency, provisional, exempt (80 Ill. Adm. Code 303.155) or trainee position, Leave to serve in domestic peace or job corps (80 Ill. Adm. Code 302.230) or Leave to serve in an interim assignment will have his/her salary established as determined appropriate by the employing agency and approved by the Director of Central Management Services. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range. Creditable service date will be maintained. An employee returning to his/her former salary range from any other leave of over 14 days will be placed at the salary which the employee received prior to the leave and the creditable service date will be extended by the duration of the leave.
- j) Employees in classes that are made subject to the Merit Compensation System after July 1, 1979 will retain their current salary, except that in no event is the resultant salary to be lower than the minimum rate or higher than the maximum rate of the new salary range.
- k) Temporary Assignment Pay When Required to Use Second Language Ability – Employees who are bilingual or have the ability to use sign language, Braille, or another second language (e.g., Spanish) and whose job descriptions do not require that they do so shall be paid temporary assignment pay when required to perform duties requiring the ability. The temporary assignment pay received is prorated based on 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- l) Salary Treatment Upon Reemployment –
 - 1) Upon the reemployment of an employee in a class with the same salary range as the class for the position held before layoff, the employee will be placed at the same salary as held at the time of the layoff, and his creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

- 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the same salary as held at the time of layoff, except that if this exceeds the maximum of the new range, the employee will be placed at that maximum salary. The creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- m) Reinstatement – The salary upon reinstatement of an employee will be as determined by the employing agency and approved by the Director of Central Management Services. This salary should not provide more than a 10% increase over the candidate's current salary, or exceed the salary rate held in the position where previously certified. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range.
- n) Bilingual Pay – Individual positions whose job descriptions require the use of sign language, Braille, or another second language (e.g., Spanish) shall receive 5% or \$100 per month, whichever is greater, in addition to the employee's base rate.
- o) Clothing or Equipment Allowance – An employee may be paid an amount in addition to his/her base salary to compensate for clothing or equipment that is required in the performance of assigned duties. The amount will be determined by the Director of the employing agency, and will require approval of the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstance.
- p) Interim Assignment Pay – On the effective date of the employee's interim assignment [80 Ill. Adm. Code 302.150(j)], the employee shall receive an adjustment as if the employee received a promotion into the higher pay grade, which is an amount equivalent to between 8 and 15 percent of the employee's current base salary. In no event is the resulting salary to be lower than the minimum rate or greater than the maximum rate of the salary range to which the employee is being assigned. Upon interim assignment, the employee's creditable service date shall change to the effective date of the interim assignment unless the adjustment results in less than an 8 percent increase.

(Source: Amended at 30 Ill. Reg. 11336, effective July 1, 2006, and amended by emergency rulemaking at 30 Ill. Reg. 12340, effective July 1, 2006, for a maximum of 150 days)

Section 310.495 Broad-Band Pay Range Classes

Broad-band pay range classes shall be covered by all provisions of the Merit Compensation System except for the provisions identified in the following subsections:

- a) Salary Range -- The salary range for broad-band classes shall be as set out in Appendix G.
- b) Entrance Salaries -- The Director or chairman of the Department, Board or Commission shall review the education, training and experience of an employee to be placed in the broad-band class and determine the employee's initial rate of pay.
 - 1) The salary assigned an employee shall take into account the duties, education, training and experience of the employee to assure reasonable pay equity among employees in the same class.
 - 2) A report of the resultant rate of pay shall be provided to the Director of the Department of Central Management Services on the form provided for that purpose.
 - 3) An entrance salary should not provide more than a 10% increase over the candidate's prior salary without the prior approval of the Director of the Department of Central Management Services.
- c) Salary Adjustment -- Salary adjustments for positions in broad-band classes may be made by the employing agency where the employee has been given substantial additional responsibilities but will remain in the same classification. An increase of between 5% and 10% of current base salary may be given where the substantial additional responsibilities are documented on an updated job description and reflected on the organization chart.
- d) Movement between Salary Systems -- Salary treatment on movement of an employee between one position in the broad-band class series and another position outside of the broad-band class series will be as recommended by the employing agency and approved by the Director of the Department of Central Management Services.

- e) Salary Treatment upon Initial Placement of Positions in Other Occupational Broad-Band Classes -- For the purpose of establishing salary treatment upon initial placement of positions, it is necessary to determine the "lowest corresponding Merit Compensation grade." The Merit Compensation range with a minimum salary closest to, but not lower than, that of the broad-band range minimum is known as the "lowest corresponding Merit Compensation grade."
- 1) The incumbent of a position with a current salary range maximum equal to or greater than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with no change in salary.
 - 2) The incumbent of a position with a current salary range maximum less than the maximum of the "lowest corresponding Merit Compensation grade" will be placed in the broad-band range with a 5% increase in current base salary. However, in no event shall the resulting salary be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed unless an increase of 10% or greater is provided to move the employee to the minimum of the new range.

(Source: Amended at 22 Ill. Reg. 20581, effective November 16, 1998)

Section 310.500 Definitions

The following are definitions of certain terms and are for purposes of clarification as they affect the Merit Compensation System only.

"Adjustment in Salary" – A change in salary occasioned by previously committed error or oversight, or required in the best interest of the agency or the state as defined in Sections 310.470 and 310.480.

"Base Salary" – The dollar amount of pay of an employee as determined under the provisions of the Merit Compensation System. Base salary does not include overtime pay or shift differential pay or deductions for time not worked.

"Bilingual Pay" – The dollar amount per month, or percentage of the employee's monthly base salary, paid in addition to the employee's base salary when the individual position held by the employee has a job description that requires the use of sign language, Braille, or another second language (e.g., Spanish), or that requires the employee to be bilingual.

"Creditable Service" – All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last in-grade or promotional salary increase. Reevaluations and reallocations will not affect the creditable service date. Adjustments (Section 310.470) "for the purpose of correcting a previous error or oversight" shall not result in a change in the creditable service date; however, adjustments in "the best interests of the agency" shall result in a new creditable service date unless the Director of Central Management Services determines such changes to be inequitable.

"Comparable Classes" – Two or more classes that are in the same salary range.

"Demotion" – The assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class.

"Differential" – The additional compensation added to the base salary of an employee resulting from conditions of employment imposed during the normal schedule of work.

"Entrance Salary" – The initial base salary assigned to an employee upon entering State service.

"Intermittent Merit Increase" – An intermittent merit increase is an increase in monthly base salary, other than the annual merit increase awarded to a merit compensation employee based on performance.

"Maximum Rate of Pay" – The highest rate of pay for a given salary range.

"Midpoint Salary" – The rate of pay that divides the rate range of a salary range into two equal parts.

"Minimum Rate of Pay" – The lowest rate of pay for a given salary range. Normally the minimum rate of pay represents the salary to be paid a qualified employee who is appointed to a position in a class assigned to a given salary range.

"Performance Review" – The required review of an employee's on-the-job performance as measured by a specific set of criteria.

"Performance Review Date" – The date on which the annual merit increase must be made effective if a performance review indicates it is appropriate. Actual performance review procedures are to be completed prior to the effective date of any recommendation to allow sufficient time for the records to be processed by the originating agency.

"Promotion" – The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher salary range than the former class.

"Reallocation" – The change in the classification of a position resulting from significant changes in assigned duties and responsibilities.

"Reclassification" – The assignment of a position or positions to a different classification based on creation of a new classification or the revision of existing class specification, and approved by the Civil Service Commission.

"Reevaluation" – The assignment of a different salary range to a class of positions based upon a change in relation to other classes or to the labor market.

"Salary Range" – The dollar values encompassed by the minimum and maximum rates of pay of a salary range assigned to a class title.

"Transfer" – The assignment of an employee to a vacant position in a class having the same salary range.

"Work Year" – That period of time determined by the agency and filed with the Department of Central Management Services in accordance with 80 Ill. Adm. Code 303.300.

(Source: Amended at 30 Ill. Reg. 7857, effective April 17, 2006)

Section 310.510 Conversion of Base Salary to Pay Period Units (Repealed)

(Source: Repealed at 26 Ill. Reg. 17374, effective November 25, 2002)

Section 310.520 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation and Overtime Credits -- A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.

- b) Payment for Fractional Part of a Specific Pay Period -- In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, the formula to be used is: monthly rate divided by two equals pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- c) Part-Time Work -- Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

Section 310.530 Implementation

- a) The salary schedule for the Merit Compensation System will continue as set forth in Appendix D of the Pay Plan.
- b) The Merit Increase Guidechart as set forth in Section 310.540 of the Pay Plan.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.540 Annual Merit Increase Guidechart

Category	Definition	Increase
Category 1	Exceptional	\$0
Category 2	Accomplished	\$0
Category 3	Acceptable	\$0
Category 4	Unacceptable	\$0

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.550 Fiscal Year 1985 Pay Changes in Merit Compensation System Effective July 1, 1984 (Repealed)

(Source: Repealed at 9 Ill. Reg. 10663, effective July 1, 1985)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE A HR-190 (Department of Central Management Services – State of Illinois Building – SEIU) (Repealed)**

(Source: Amended by peremptory rulemaking at 28 Ill. Reg. 13011, effective September 8, 2004)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE B HR-200 (Department of Labor - Chicago, Illinois - SEIU) (Repealed)**

(Source: Repealed by peremptory amendment at 23 Ill. Reg. 13132, effective October 1, 1999)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE C RC-069 (Firefighters, AFSCME) (Repealed)**

(Source: Repealed by peremptory rulemaking at 21 Ill. Reg. 14267, effective October 14, 1997)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE D HR-001 (Teamsters Local #726)****Full Scale Rates**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2006</u>		<u>January 1, 2007</u>	
				<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Building Services Worker	05616	HR-001	B	2841.94	16.33	2887.94	16.60
Elevator Operator	13500	HR-001	B	2907.74	16.71	2953.74	16.98
Elevator Operator – Assistant Starter	13500	HR-001	B	2948.87	16.95	2994.87	17.21
Elevator Operator – Starter	13500	HR-001	B	2969.45	17.07	3015.45	17.33
Grounds Supervisor	17549	HR-001	B	4490.00	25.80	4536.00	26.07
Grounds Supervisor (Chicago Read)	17549	HR-001	B	4665.00	26.81	4711.00	27.07
Grounds Supervisor (Supervising Tractor Trailer Drivers)	17549	HR-001	B	4904.00	28.18	4950.00	28.45

Heavy Construction Equipment Operator	18465	HR-001	Q	4779.00	27.47	4825.00	27.73
Heavy Construction Equipment Operator (Bridge Crew)	18465	HR-001	Q	4853.66	27.89	4899.66	28.16
Highway Maintainer and Highway Maintainer (Tractor Mower)	18639	HR-001	Q	4674.00	26.86	4720.00	27.13
Highway Maintainer (Bridge Crew)	18639	HR-001	Q	4748.12	27.29	4794.12	27.55
Highway Maintainer (Drill Rig)	18639	HR-001	Q	4779.00	27.47	4825.00	27.73
Highway Maintainer (Emergency Patrol)	18639	HR-001	Q	4781.00	27.48	4827.00	27.74
Highway Maintenance Lead Worker	18659	HR-001	Q	4812.00	27.66	4858.00	27.92
Highway Maintenance Lead Worker (Bridge Crew)	18659	HR-001	Q	4885.63	28.08	4931.63	28.34
Highway Maintenance Lead Worker (Emergency Patrol)	18659	HR-001	Q	4919.00	28.27	4965.00	28.53
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	HR-001	Q	4865.00	27.96	4911.00	28.22
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	HR-001	Q	4938.94	28.38	4984.94	28.65
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol)	18659	HR-001	Q	4971.00	28.57	5017.00	28.83
Laborer (Maintenance)	23080	HR-001	B	4512.00	25.93	4558.00	26.20
Maintenance Equipment Operator	25020	HR-001	B	4609.00	26.49	4655.00	26.75
Maintenance Equipment Operator (Dispatcher)	25020	HR-001	B	4792.00	27.54	4838.00	27.80
Maintenance Equipment Operator (Tractor Trailer)	25020	HR-001	B	4635.10	26.64	4681.10	26.90
Maintenance Worker (not DOT, Chicago Read or DHS forensic)	25500	HR-001	B	4454.00	25.60	4500.00	25.86
Maintenance Worker (Chicago Read)	25500	HR-001	B	4609.00	26.49	4655.00	26.75
Maintenance Worker (DHS, forensic)	25500	HR-001	Q	4674.00	26.86	4720.00	27.13
Maintenance Worker (DOT, not Emergency Patrol)	25500	HR-001	B	4550.00	26.15	4596.00	26.41
Maintenance Worker (DOT, Emergency Patrol)	25500	HR-001	B	4655.00	26.75	4701.00	27.02

New Hire Rates

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Highway Maintainer	18639	HR-001	Q

Highway Maintainer and Highway Maintainer (Tractor Mower)

<u>New Hire Between the Dates</u>	<u>July 1, 2006</u>		<u>On employee's "new hire" anniversary July-December 2006</u>		<u>January 1, 2007</u>		<u>On employee's "new hire" anniversary January-June 2007</u>	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4413.00	25.36	Full Scale					
(1/1/03-6/30/03)	4413.00	25.36			4459.00	25.63	Full Scale	
(7/1/03-12/31/03)	4184.00	24.05	4390.00	25.23	4436.00	25.49		
(1/1/04-6/30/04)	4184.00	24.05			4230.00	24.31	4436.00	25.49
(7/1/04-12/31/04)	3964.00	22.78	4170.00	23.97	4216.00	24.23		
(1/1/05-6/30/05)	3964.00	22.78			4010.00	23.05	4216.00	24.23
(7/1/05-12/31/05)	3732.00	21.45	3955.00	22.73	4001.00	22.99		
(1/1/06-6/30/06)	3732.00	21.45			3778.00	21.71	4001.00	22.99
(7/1/06-12/31/06)	3704.00	21.29			3750.00	21.55		
(1/1/07-6/30/07)					3750.00	21.55		

Highway Maintainer (Bridge Crew)

<u>New Hire Between the Dates</u>	<u>July 1, 2006</u>		<u>On employee's "new hire" anniversary July-December 2006</u>		<u>January 1, 2007</u>		<u>On employee's "new hire" anniversary January-June 2007</u>	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4482.78	25.76	Full Scale					
(1/1/03-6/30/03)	4482.78	25.76			4528.78	26.03	Full Scale	
(7/1/03-12/31/03)	4249.52	24.42	4458.52	25.62	4504.52	25.89		
(1/1/04-6/30/04)	4249.52	24.42			4295.52	24.69	4504.52	25.89
(7/1/04-12/31/04)	4026.72	23.14	4235.72	24.34	4281.72	24.61		
(1/1/05-6/30/05)	4026.72	23.14			4072.72	23.41	4281.72	24.61
(7/1/05-12/31/05)	3791.17	21.79	4017.17	23.09	4063.17	23.35		
(1/1/06-6/30/06)	3791.17	21.79			3837.17	22.05	4063.17	23.35
(7/1/06-12/31/06)	3763.30	21.63			3809.30	21.89		
(1/1/07-6/30/07)					3809.30	21.89		

Highway Maintainer (Drill Rig)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4512.00	25.93	Full Scale					
(1/1/03-6/30/03)	4512.00	25.93			4558.00	26.20	Full Scale	
(7/1/03-12/31/03)	4278.00	24.59	4489.00	25.80	4535.00	26.06		
(1/1/04-6/30/04)	4278.00	24.59			4324.00	24.85	4535.00	26.06
(7/1/04-12/31/04)	4054.00	23.30	4265.00	24.51	4311.00	24.78		
(1/1/05-6/30/05)	4054.00	23.30			4100.00	23.56	4311.00	24.78
(7/1/05-12/31/05)	3817.00	21.94	4043.00	23.24	4089.00	23.50		
(1/1/06-6/30/06)	3817.00	21.94			3863.00	22.20	4089.00	23.50
(7/1/06-12/31/06)	3788.00	21.77			3834.00	22.03		
(1/1/07-6/30/07)					3834.00	22.03		

Highway Maintainer (Emergency Patrol)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4515.00	25.95	Full Scale					
(1/1/03-6/30/03)	4515.00	25.95			4561.00	26.21	Full Scale	
(7/1/03-12/31/03)	4279.00	24.59	4490.00	25.80	4536.00	26.07		
(1/1/04-6/30/04)	4279.00	24.59			4325.00	24.86	4536.00	26.07
(7/1/04-12/31/04)	4055.00	23.30	4266.00	24.52	4312.00	24.78		
(1/1/05-6/30/05)	4055.00	23.30			4101.00	23.57	4312.00	24.78
(7/1/05-12/31/05)	3817.00	21.94	4045.00	23.25	4091.00	23.51		
(1/1/06-6/30/06)	3817.00	21.94			3863.00	22.20	4091.00	23.51
(7/1/06-12/31/06)	3790.00	21.78			3836.00	22.05		
(1/1/07-6/30/07)					3836.00	22.05		

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE E RC-020 (Teamsters Local #330)****Full Scale Rates**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2006</u>		<u>January 1, 2007</u>	
				<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
Bridge Mechanic	05310	RC-020	Q	4709.00	27.06	4755.00	27.33
Bridge Tender	05320	RC-020	B	4433.00	25.48	4479.00	25.74
Highway Maintainer	18639	RC-020	Q	4674.00	26.86	4720.00	27.13
Highway Maintainer (Bridge Crew)	18639	RC-020	Q	4748.12	27.29	4794.12	27.55
Highway Maintainer (Drill Rig)	18639	RC-020	Q	4779.00	27.47	4825.00	27.73
Highway Maintenance Lead Worker	18659	RC-020	Q	4812.00	27.66	4858.00	27.92
Highway Maintenance Lead Worker (Bridge Crew)	18659	RC-020	Q	4885.63	28.08	4931.63	28.34
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	RC-020	Q	4865.00	27.96	4911.00	28.22
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	RC-020	Q	4938.94	28.38	4984.94	28.65
Labor Maintenance Lead Worker	22809	RC-020	B	4571.00	26.27	4617.00	26.53
Laborer (Maintenance)	23080	RC-020	B	4512.00	25.93	4558.00	26.20
Maintenance Equipment Operator	25020	RC-020	B	4609.00	26.49	4655.00	26.75
Maintenance Equipment Operator	25020	RC-020	Q	4779.00	27.47	4825.00	27.73
Maintenance Worker (DOT, not Emergency Patrol)	25500	RC-020	B	4550.00	26.15	4596.00	26.41
Power Shovel Operator (Maintenance)	33360	RC-020	Q	4779.00	27.47	4825.00	27.73
Power Shovel Operator (Maintenance) (Bridge Crew)	33360	RC-020	Q	4853.66	27.89	4899.66	28.16
Silk Screen Operator	41020	RC-020	B	4718.00	27.11	4764.00	27.38

New Hire Rates

Title	Title Code	Bargaining Unit	Pay Plan Code
Highway Maintainer	18639	RC-020	Q

Highway Maintainer

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/02-12/31/02)	4413.00	25.36	Full Scale					
(1/1/03-6/30/03)	4413.00	25.36			4459.00	25.63	Full Scale	
(7/1/03-12/31/03)	4184.00	24.05	4390.00	25.23	4436.00	25.49		
(1/1/04-6/30/04)	4184.00	24.05			4230.00	24.31	4436.00	25.49
(7/1/04-12/31/04)	3964.00	22.78	4170.00	23.97	4216.00	24.23		
(1/1/05-6/30/05)	3964.00	22.78			4010.00	23.05	4216.00	24.23
(7/1/05-12/31/05)	3732.00	21.45	3955.00	22.73	4001.00	22.99		
(1/1/06-6/30/06)	3732.00	21.45			3778.00	21.71	4001.00	22.99
(7/1/06-12/31/06)	3704.00	21.29			3750.00	21.55		
(1/1/07-6/30/07)					3750.00	21.55		

Highway Maintainer (Bridge Crew)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/02-12/31/02)	4482.78	25.76	Full Scale					
(1/1/03-6/30/03)	4482.78	25.76			4528.78	26.03	Full Scale	
(7/1/03-12/31/03)	4249.52	24.42	4458.52	25.62	4504.52	25.89		
(1/1/04-6/30/04)	4249.52	24.42			4295.52	24.69	4504.52	25.89
(7/1/04-12/31/04)	4026.72	23.14	4235.72	24.34	4281.72	24.61		
(1/1/05-6/30/05)	4026.72	23.14			4072.72	23.41	4281.72	24.61
(7/1/05-12/31/05)	3791.17	21.79	4017.17	23.09	4063.17	23.35		
(1/1/06-6/30/06)	3791.17	21.79			3837.17	22.05	4063.17	23.35
(7/1/06-12/31/06)	3763.30	21.63			3809.30	21.89		
(1/1/07-6/30/07)					3809.30	21.89		

Highway Maintainer (Drill Rig)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.	Mo.	Hr.
(7/1/02-12/31/02)	4512.00	25.93	Full Scale					
(1/1/03-6/30/03)	4512.00	25.93			4558.00	26.20	Full Scale	
(7/1/03-12/31/03)	4278.00	24.59	4489.00	25.80	4535.00	26.06		
(1/1/04-6/30/04)	4278.00	24.59			4324.00	24.85	4535.00	26.06
(7/1/04-12/31/04)	4054.00	23.30	4265.00	24.51	4311.00	24.78		
(1/1/05-6/30/05)	4054.00	23.30			4100.00	23.56	4311.00	24.78
(7/1/05-12/31/05)	3817.00	21.94	4043.00	23.24	4089.00	23.50		
(1/1/06-6/30/06)	3817.00	21.94			3863.00	22.20	4089.00	23.50
(7/1/06-12/31/06)	3788.00	21.77			3834.00	22.03		
(1/1/07-6/30/07)					3834.00	22.03		

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE F RC-019 (Teamsters Local #25)****Full Scale Rates**

Title	Title Code	Bargaining Unit	Pay Plan Code	July 1, 2006		January 1, 2007	
				Mo.	Hr.	Mo.	Hr.
Bridge Mechanic	05310	RC-019	Q	4709.00	27.06	4755.00	27.33
Bridge Tender	05320	RC-019	B	4745.00	27.27	4791.00	27.53
Deck Hand	11500	RC-019	B	4509.00	25.91	4555.00	26.18
Ferry Operator I	14801	RC-019	B	4745.00	27.27	4791.00	27.53
Ferry Operator II	14802	RC-019	B	4797.00	27.57	4843.00	27.83
Highway Maintainer	18639	RC-019	Q	4674.00	26.86	4720.00	27.13
Highway Maintainer (Bridge Crew)	18639	RC-019	Q	4748.12	27.29	4794.12	27.55
Highway Maintainer (Drill Rig)	18639	RC-019	Q	4779.00	27.47	4825.00	27.73
Highway Maintainer (Emergency Patrol)	18639	RC-019	Q	4781.00	27.48	4827.00	27.74
Highway Maintenance Lead Worker	18659	RC-019	Q	4812.00	27.66	4858.00	27.92

Highway Maintenance Lead Worker (Bridge Crew)	18659	RC-019	Q	4885.63	28.08	4931.63	28.34
Highway Maintenance Lead Worker (Emergency Patrol)	18659	RC-019	Q	4919.00	28.27	4965.00	28.53
Highway Maintenance Lead Worker (Lead Lead Worker)	18659	RC-019	Q	4865.00	27.96	4911.00	28.22
Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew)	18659	RC-019	Q	4938.94	28.38	4984.94	28.65
Highway Maintenance Lead Worker (Lead Lead Worker) (Emergency Patrol)	18659	RC-019	Q	4944.00	28.41	4990.00	28.68
Janitor I (Including Office of Administration)	21951	RC-019	B	4301.00	24.72	4347.00	24.98
Janitor II (Including Office of Administration)	21952	RC-019	B	4334.00	24.91	4380.00	25.17
Labor Maintenance Lead Worker	22809	RC-019	B	4571.00	26.27	4617.00	26.53
Laborer (Maintenance)	23080	RC-019	B	4512.00	25.93	4558.00	26.20
Maintenance Equipment Operator	25020	RC-019	B	4609.00	26.49	4655.00	26.75
Maintenance Equipment Operator	25020	RC-019	Q	4779.00	27.47	4825.00	27.73
Maintenance Equipment Operator	25020	RC-019	S	4832.00	27.77	4878.00	28.03
Maintenance Equipment Operator (DHS, forensic)	25020	RC-019	Q	4674.00	26.86	4720.00	27.13
Maintenance Worker (DOT, not Emergency Patrol)	25500	RC-019	B	4550.00	26.15	4596.00	26.41
Power Shovel Operator (Maintenance)	33360	RC-019	B	4713.00	27.09	4759.00	27.35
Power Shovel Operator (Maintenance)	33360	RC-019	Q	4779.00	27.47	4825.00	27.73
Power Shovel Operator (Maintenance) (Bridge Crew)	33360	RC-019	Q	4853.66	27.89	4899.66	28.16
Security Guard I	39851	RC-019	B	4330.00	24.89	4376.00	25.15
Security Guard II	39852	RC-019	B	4380.00	25.17	4426.00	25.44
Silk Screen Operator	41020	RC-019	B	4718.00	27.11	4764.00	27.38

New Hire Rates

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Highway Maintainer	18639	RC-019	Q

Highway Maintainer and Highway Maintainer (Tractor Mower)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4413.00	25.36	Full Scale					
(1/1/03-6/30/03)	4413.00	25.36			4459.00	25.63	Full Scale	
(7/1/03-12/31/03)	4184.00	24.05	4390.00	25.23	4436.00	25.49		
(1/1/04-6/30/04)	4184.00	24.05			4230.00	24.31	4436.00	25.49
(7/1/04-12/31/04)	3964.00	22.78	4170.00	23.97	4216.00	24.23		
(1/1/05-6/30/05)	3964.00	22.78			4010.00	23.05	4216.00	24.23
(7/1/05-12/31/05)	3732.00	21.45	3955.00	22.73	4001.00	22.99		
(1/1/06-6/30/06)	3732.00	21.45			3778.00	21.71	4001.00	22.99
(7/1/06-12/31/06)	3704.00	21.29			3750.00	21.55		
(1/1/07-6/30/07)					3750.00	21.55		

Highway Maintainer (Bridge Crew)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4482.78	25.76	Full Scale					
(1/1/03-6/30/03)	4482.78	25.76			4528.78	26.03	Full Scale	
(7/1/03-12/31/03)	4249.52	24.42	4458.52	25.62	4504.52	25.89		
(1/1/04-6/30/04)	4249.52	24.42			4295.52	24.69	4504.52	25.89
(7/1/04-12/31/04)	4026.72	23.14	4235.72	24.34	4281.72	24.61		
(1/1/05-6/30/05)	4026.72	23.14			4072.72	23.41	4281.72	24.61
(7/1/05-12/31/05)	3791.17	21.79	4017.17	23.09	4063.17	23.35		
(1/1/06-6/30/06)	3791.17	21.79			3837.17	22.05	4063.17	23.35
(7/1/06-12/31/06)	3763.30	21.63			3809.30	21.89		
(1/1/07-6/30/07)					3809.30	21.89		

Highway Maintainer (Drill Rig)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4512.00	25.93	Full Scale					
(1/1/03-6/30/03)	4512.00	25.93			4558.00	26.20	Full Scale	
(7/1/03-12/31/03)	4278.00	24.59	4489.00	25.80	4535.00	26.06		
(1/1/04-6/30/04)	4278.00	24.59			4324.00	24.85	4535.00	26.06
(7/1/04-12/31/04)	4054.00	23.30	4265.00	24.51	4311.00	24.78		
(1/1/05-6/30/05)	4054.00	23.30			4100.00	23.56	4311.00	24.78
(7/1/05-12/31/05)	3817.00	21.94	4043.00	23.24	4089.00	23.50		
(1/1/06-6/30/06)	3817.00	21.94			3863.00	22.20	4089.00	23.50
(7/1/06-12/31/06)	3788.00	21.77			3834.00	22.03		
(1/1/07-6/30/07)					3834.00	22.03		

Highway Maintainer (Emergency Patrol)

New Hire Between the Dates	July 1, 2006		On employee's "new hire" anniversary July-December 2006		January 1, 2007		On employee's "new hire" anniversary January-June 2007	
	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>	<u>Mo.</u>	<u>Hr.</u>
(7/1/02-12/31/02)	4515.00	25.95	Full Scale					
(1/1/03-6/30/03)	4515.00	25.95			4561.00	26.21	Full Scale	
(7/1/03-12/31/03)	4279.00	24.59	4490.00	25.80	4536.00	26.07		
(1/1/04-6/30/04)	4279.00	24.59			4325.00	24.86	4536.00	26.07
(7/1/04-12/31/04)	4055.00	23.30	4266.00	24.52	4312.00	24.78		
(1/1/05-6/30/05)	4055.00	23.30			4101.00	23.57	4312.00	24.78
(7/1/05-12/31/05)	3817.00	21.94	4045.00	23.25	4091.00	23.51		
(1/1/06-6/30/06)	3817.00	21.94			3863.00	22.20	4091.00	23.51
(7/1/06-12/31/06)	3790.00	21.78			3836.00	22.05		
(1/1/07-6/30/07)					3836.00	22.05		

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE G RC-045 (Automotive Mechanics, IFPE)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>	<u>July 1, 2006 Monthly Rate</u>	<u>January 1, 2007 Monthly Rate</u>
Auto & Body Repairer	03680	RC-045	B	4265	4308
Auto & Body Repairer	03680	RC-045	Q	4417	4461
Auto & Body Repairer	03680	RC-045	S	4479	4524
Automotive Attendant I	03696	RC-045	B	2576	2602
Automotive Attendant I	03696	RC-045	Q	2679	2706
Automotive Attendant I	03696	RC-045	S	2736	2763
Automotive Attendant II	03697	RC-045	B	2750	2778
Automotive Attendant II	03697	RC-045	Q	2859	2888
Automotive Attendant II	03697	RC-045	S	2915	2944
Automotive Mechanic	03700	RC-045	B	4265	4308
Automotive Mechanic	03700	RC-045	Q	4417	4461
Automotive Mechanic	03700	RC-045	S	4479	4524
Automotive Parts Warehouser	03730	RC-045	B	4097	4138
Automotive Parts Warehouse Specialist	03734	RC-045	B	4176	4218
Small Engine Mechanic	41150	RC-045	B	3756	3794
Storekeeper I*	43051	RC-045	B	4013	4053
Storekeeper II*	43052	RC-045	B	4099	4140

*Cook County only.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE H RC-006 (Corrections Employees, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Canine Specialist	06500	RC-006	14
Correctional Officer	09675	RC-006	09
Correctional Officer Trainee	09676	RC-006	05
Correctional Sergeant	09717	RC-006	12
Corrections Agricultural Lead Worker	09747	RC-006	12
Corrections Agricultural Supervisor	09746	RC-006	15
Corrections Clerk I	09771	RC-006	09

Corrections Clerk II	09772	RC-006	11
Corrections Food Service Supervisor I	09793	RC-006	11
Corrections Food Service Supervisor II	09794	RC-006	13
Corrections Grounds Supervisor	09796	RC-006	12
Corrections Identification Technician	09801	RC-006	11
Corrections Industry Lead Worker	09805	RC-006	12
Corrections Laundry Manager I	09808	RC-006	12
Corrections Locksmith	09818	RC-006	12
Corrections Maintenance Craftsman	09821	RC-006	12
Corrections Maintenance Worker	09823	RC-006	10
Corrections Medical Technician	09824	RC-006	10
Corrections Residence Counselor I	09837	RC-006	11
Corrections Supply Supervisor I	09861	RC-006	11
Corrections Supply Supervisor II	09862	RC-006	13
Corrections Transportation Officer I	09871	RC-006	11
Corrections Transportation Officer II	09872	RC-006	14
Corrections Utilities Operator	09875	RC-006	12
Corrections Vocational Instructor	09879	RC-006	12
Educator Aide	13130	RC-006	06
Housekeeper II	19602	RC-006	02
Pest Control Operator	31810	RC-006	06
Property and Supply Clerk II	34792	RC-006	04
Social Service Aide Trainee	41285	RC-006	01
Storekeeper I	43051	RC-006	07
Storekeeper II	43052	RC-006	08
Stores Clerk	43060	RC-006	03
Youth Supervisor I	49911	RC-006	06
Youth Supervisor II	49912	RC-006	09
Youth Supervisor III	49913	RC-006	12
Youth Supervisor Trainee	49915	RC-006	05

Effective July 1, 2006
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	Q	2221	2271	2325	2378	2442	2504	2561	2631	2687	2800	2884
01	S	2278	2329	2381	2438	2499	2563	2617	2687	2745	2857	2944
02	Q	2274	2328	2382	2439	2500	2560	2625	2691	2755	2869	2955
02	S	2332	2385	2441	2496	2559	2616	2683	2751	2812	2926	3013

03	Q	2332	2387	2442	2500	2561	2637	2702	2767	2838	2951	3041
03	S	2390	2444	2499	2559	2617	2693	2759	2824	2895	3012	3102
04	Q	2388	2443	2501	2561	2639	2705	2783	2855	2931	3059	3152
04	S	2445	2500	2560	2617	2696	2762	2841	2913	2990	3119	3214
05	Q	2539	2600	2663	2727	2811	2900	2989	3085	3177	3326	3425
05	S	2598	2656	2720	2785	2869	2960	3050	3145	3236	3389	3492
06	Q	2679	2744	2812	2880	2989	3086	3187	3292	3397	3579	3686
06	S	2737	2802	2870	2939	3050	3146	3250	3354	3464	3643	3753
07	Q	2693	2759	2826	2897	2989	3094	3186	3300	3397	3572	3679
07	S	2753	2817	2884	2957	3050	3153	3249	3363	3464	3637	3745
08	Q	2879	2951	3028	3108	3221	3336	3466	3583	3700	3904	4021
08	S	2938	3012	3088	3167	3283	3398	3530	3648	3766	3969	4087
09	Q	2885	2958	3033	3113	3226	3345	3476	3599	3731	3933	4049
09	S	2944	3018	3095	3173	3288	3411	3541	3664	3796	3998	4120
10	Q	2995	3072	3153	3235	3355	3496	3630	3766	3906	4126	4250
10	S	3055	3134	3214	3299	3420	3561	3695	3832	3972	4192	4318
11	Q	3124	3206	3293	3385	3525	3660	3816	3960	4113	4350	4478
11	S	3184	3267	3355	3448	3587	3724	3881	4026	4183	4416	4548
12	Q	3246	3333	3428	3526	3674	3834	3992	4149	4305	4552	4687
12	S	3308	3397	3492	3589	3741	3902	4057	4217	4370	4619	4758
13	Q	3391	3488	3585	3688	3856	4029	4199	4371	4548	4810	4955
13	S	3456	3552	3650	3753	3923	4097	4268	4439	4614	4876	5022
14	Q	3443	3540	3641	3746	3922	4100	4269	4442	4619	4890	5037
14	S	3507	3606	3705	3814	3989	4165	4336	4508	4683	4956	5105

15	Q	3552	3653	3758	3870	4050	4234	4408	4596	4778	5053	5206
15	S	3616	3717	3825	3936	4117	4303	4475	4666	4845	5121	5274

Effective January 1, 2007
Bargaining Unit: RC-006

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	Q	2243	2294	2348	2402	2466	2529	2587	2657	2714	2828	2913
01	S	2301	2352	2405	2462	2524	2589	2643	2714	2772	2886	2973
02	Q	2297	2351	2406	2463	2525	2586	2651	2718	2783	2898	2985
02	S	2355	2409	2465	2521	2585	2642	2710	2779	2840	2955	3043
03	Q	2355	2411	2466	2525	2587	2663	2729	2795	2866	2981	3071
03	S	2414	2468	2524	2585	2643	2720	2787	2852	2924	3042	3133
04	Q	2412	2467	2526	2587	2665	2732	2811	2884	2960	3090	3184
04	S	2469	2525	2586	2643	2723	2790	2869	2942	3020	3150	3246
05	Q	2564	2626	2690	2754	2839	2929	3019	3116	3209	3359	3459
05	S	2624	2683	2747	2813	2898	2990	3081	3176	3268	3423	3527
06	Q	2706	2771	2840	2909	3019	3117	3219	3325	3431	3615	3723
06	S	2764	2830	2899	2968	3081	3177	3283	3388	3499	3679	3791
07	Q	2720	2787	2854	2926	3019	3125	3218	3333	3431	3608	3716
07	S	2781	2845	2913	2987	3081	3185	3281	3397	3499	3673	3782
08	Q	2908	2981	3058	3139	3253	3369	3501	3619	3737	3943	4061
08	S	2967	3042	3119	3199	3316	3432	3565	3684	3804	4009	4128
09	Q	2914	2988	3063	3144	3258	3378	3511	3635	3768	3972	4089
09	S	2973	3048	3126	3205	3321	3445	3576	3701	3834	4038	4161

10	Q	3025	3103	3185	3267	3389	3531	3666	3804	3945	4167	4293
10	S	3086	3165	3246	3332	3454	3597	3732	3870	4012	4234	4361
11	Q	3155	3238	3326	3419	3560	3697	3854	4000	4154	4394	4523
11	S	3216	3300	3389	3482	3623	3761	3920	4066	4225	4460	4593
12	Q	3278	3366	3462	3561	3711	3872	4032	4190	4348	4598	4734
12	S	3341	3431	3527	3625	3778	3941	4098	4259	4414	4665	4806
13	Q	3425	3523	3621	3725	3895	4069	4241	4415	4593	4858	5005
13	S	3491	3588	3687	3791	3962	4138	4311	4483	4660	4925	5072
14	Q	3477	3575	3677	3783	3961	4141	4312	4486	4665	4939	5087
14	S	3542	3642	3742	3852	4029	4207	4379	4553	4730	5006	5156
15	Q	3588	3690	3796	3909	4091	4276	4452	4642	4826	5104	5258
15	S	3652	3754	3863	3975	4158	4346	4520	4713	4893	5172	5327

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE I RC-009 (Institutional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Activity Program Aide I	00151	RC-009	03
Activity Program Aide II	00152	RC-009	05
Apparel/Dry Goods Specialist I	01231	RC-009	05
Apparel/Dry Goods Specialist II	01232	RC-009	09
Apparel/Dry Goods Specialist III	01233	RC-009	23
Clinical Laboratory Associate	08200	RC-009	08
Clinical Laboratory Phlebotomist	08213	RC-009	06
Clinical Laboratory Technician I	08215	RC-009	16
Clinical Laboratory Technician II	08216	RC-009	22
Cook I	09601	RC-009	07
Cook II	09602	RC-009	14
Educator Aide	13130	RC-009	19
Facility Assistant Fire Chief	14430	RC-009	21
Facility Fire Safety Coordinator	14435	RC-009	21

Facility Firefighter	14439	RC-009	16
Florist II	15652	RC-009	19
Institutional Maintenance Worker	21465	RC-009	10
Laboratory Assistant	22995	RC-009	02
Laboratory Associate I	22997	RC-009	16
Laboratory Associate II	22998	RC-009	22
Licensed Practical Nurse I	23551	RC-009	16
Licensed Practical Nurse II	23552	RC-009	21
Locksmith	24300	RC-009	27
Mental Health Technician I	27011	RC-009	05
Mental Health Technician II	27012	RC-009	09
Mental Health Technician III	27013	RC-009	12
Mental Health Technician IV	27014	RC-009	14
Mental Health Technician V	27015	RC-009	17
Mental Health Technician VI	27016	RC-009	18
Mental Health Technician Trainee	27021	RC-009	01
Musician	28805	RC-009	12
Pest Control Operator	31810	RC-009	15
Physical Therapy Aide I	32191	RC-009	04
Physical Therapy Aide II	32192	RC-009	10
Physical Therapy Aide III	32193	RC-009	17
Rehabilitation Workshop Instructor I	38192	RC-009	12
Rehabilitation Workshop Instructor II	38193	RC-009	20
Residential Care Worker	38277	RC-009	20
Residential Care Worker Trainee	38279	RC-009	11
Security Therapy Aide I	39901	RC-009	24
Security Therapy Aide II	39902	RC-009	25
Security Therapy Aide III	39903	RC-009	26
Security Therapy Aide Trainee	39905	RC-009	13
Social Service Aide I	41281	RC-009	12
Social Service Aide II	41282	RC-009	17
Social Service Aide Trainee	41285	RC-009	02
Support Service Coordinator I	44221	RC-009	15
Support Service Coordinator II	44222	RC-009	22
Support Service Lead	44225	RC-009	07
Support Service Worker	44238	RC-009	04
Transportation Officer	45830	RC-009	25
Veterans Nursing Assistant – Certified	47750	RC-009	12

Effective July 1, 2006
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2035	2082	2131	2183	2231	2293	2347	2402	2459	2561	2640
01	Q	2113	2163	2215	2268	2320	2382	2441	2497	2556	2664	2743
02	B	2080	2129	2181	2231	2293	2353	2406	2474	2528	2637	2715
02	Q	2161	2212	2266	2320	2382	2445	2501	2571	2629	2741	2823
03	B	2095	2145	2196	2250	2320	2394	2469	2548	2629	2736	2817
03	Q	2175	2228	2281	2336	2410	2488	2566	2650	2733	2845	2930
04	B	2132	2184	2235	2289	2347	2405	2469	2533	2591	2701	2781
04	Q	2216	2269	2324	2378	2441	2500	2566	2633	2694	2810	2893
05	B	2148	2198	2252	2305	2376	2451	2528	2610	2693	2802	2885
05	Q	2230	2284	2338	2396	2471	2551	2629	2715	2801	2914	3001
06	B	2193	2246	2300	2356	2419	2483	2553	2618	2690	2804	2887
06	Q	2278	2333	2390	2447	2515	2582	2655	2724	2797	2917	3003
07	B	2239	2294	2348	2406	2481	2543	2617	2688	2758	2877	2964
07	Q	2328	2384	2442	2501	2578	2645	2723	2795	2870	2997	3087
08	B	2253	2306	2363	2419	2486	2559	2632	2703	2778	2905	2991
08	Q	2339	2397	2454	2515	2585	2662	2737	2812	2890	3025	3116
09	B	2260	2313	2370	2428	2504	2584	2665	2752	2843	2964	3052
09	Q	2347	2404	2462	2524	2604	2686	2772	2862	2959	3087	3180
10	B	2308	2365	2422	2481	2553	2624	2702	2775	2855	2989	3079
10	Q	2399	2457	2517	2578	2655	2728	2811	2887	2973	3113	3207

11	B	2313	2370	2428	2486	2565	2642	2724	2799	2878	3015	3104
11	Q	2404	2462	2524	2585	2669	2746	2835	2910	2998	3140	3233
12	B	2326	2381	2440	2500	2580	2662	2748	2835	2930	3058	3150
12	Q	2416	2476	2537	2600	2682	2769	2857	2951	3053	3185	3281
13	B	2384	2443	2503	2565	2645	2730	2814	2904	2990	3131	3224
13	Q	2480	2540	2603	2669	2751	2841	2928	3023	3114	3262	3361
14	B	2390	2447	2508	2572	2652	2742	2826	2921	3021	3154	3250
14	Q	2484	2546	2609	2674	2759	2850	2942	3042	3147	3288	3387
15	B	2442	2502	2563	2629	2709	2801	2888	2986	3072	3220	3317
15	Q	2539	2602	2667	2733	2818	2913	3008	3111	3200	3358	3458
16	B	2461	2521	2584	2648	2745	2826	2920	3012	3105	3263	3362
16	Q	2559	2621	2686	2755	2854	2942	3041	3137	3235	3407	3507
17	B	2464	2524	2586	2650	2736	2826	2919	3019	3120	3276	3373
17	Q	2561	2623	2688	2757	2845	2942	3040	3145	3252	3420	3523
18	B	2485	2547	2610	2675	2760	2855	2950	3050	3152	3302	3402
18	Q	2584	2649	2715	2783	2873	2973	3072	3179	3286	3447	3550
19	B	2520	2582	2646	2712	2814	2905	3000	3098	3194	3363	3464
19	Q	2619	2684	2753	2821	2928	3025	3125	3227	3330	3511	3617
20	B	2540	2603	2667	2736	2835	2928	3029	3128	3230	3426	3529
20	Q	2641	2707	2775	2845	2951	3051	3154	3260	3369	3578	3684
21	B	2610	2675	2744	2813	2909	3000	3103	3208	3317	3499	3604
21	Q	2715	2783	2853	2926	3029	3125	3232	3345	3464	3652	3762
22	B	2649	2715	2783	2855	2960	3058	3172	3276	3397	3579	3686
22	Q	2756	2824	2896	2973	3083	3185	3308	3420	3545	3738	3850

23	B	2711	2779	2851	2924	3032	3138	3256	3368	3478	3669	3779
23	Q	2820	2891	2966	3046	3158	3271	3397	3517	3632	3835	3950
24	B	2716	2784	2856	2930	3037	3148	3266	3385	3507	3695	3806
24	Q	2825	2897	2974	3053	3164	3282	3410	3533	3664	3865	3981
25	B	2940	3019	3099	3183	3311	3440	3587	3723	3870	4095	4217
25	Q	3062	3145	3228	3318	3456	3592	3748	3892	4045	4280	4408
26	B	3054	3137	3222	3312	3458	3603	3754	3905	4052	4288	4418
26	Q	3183	3269	3362	3457	3610	3764	3924	4081	4234	4483	4617
27	B	3197	3286	3378	3473	3621	3778	3935	4089	4243	4485	4620
27	Q	3336	3430	3527	3628	3783	3950	4112	4273	4435	4685	4828

Effective January 1, 2007
Bargaining Unit: RC-009

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2055	2103	2152	2205	2253	2316	2370	2426	2484	2587	2666
01	Q	2134	2185	2237	2291	2343	2406	2465	2522	2582	2691	2770
02	B	2101	2150	2203	2253	2316	2377	2430	2499	2553	2663	2742
02	Q	2183	2234	2289	2343	2406	2469	2526	2597	2655	2768	2851
03	B	2116	2166	2218	2273	2343	2418	2494	2573	2655	2763	2845
03	Q	2197	2250	2304	2359	2434	2513	2592	2677	2760	2873	2959
04	B	2153	2206	2257	2312	2370	2429	2494	2558	2617	2728	2809
04	Q	2238	2292	2347	2402	2465	2525	2592	2659	2721	2838	2922
05	B	2169	2220	2275	2328	2400	2476	2553	2636	2720	2830	2914
05	Q	2252	2307	2361	2420	2496	2577	2655	2742	2829	2943	3031

06	B	2215	2268	2323	2380	2443	2508	2579	2644	2717	2832	2916
06	Q	2301	2356	2414	2471	2540	2608	2682	2751	2825	2946	3033
07	B	2261	2317	2371	2430	2506	2568	2643	2715	2786	2906	2994
07	Q	2351	2408	2466	2526	2604	2671	2750	2823	2899	3027	3118
08	B	2276	2329	2387	2443	2511	2585	2658	2730	2806	2934	3021
08	Q	2362	2421	2479	2540	2611	2689	2764	2840	2919	3055	3147
09	B	2283	2336	2394	2452	2529	2610	2692	2780	2871	2994	3083
09	Q	2370	2428	2487	2549	2630	2713	2800	2891	2989	3118	3212
10	B	2331	2389	2446	2506	2579	2650	2729	2803	2884	3019	3110
10	Q	2423	2482	2542	2604	2682	2755	2839	2916	3003	3144	3239
11	B	2336	2394	2452	2511	2591	2668	2751	2827	2907	3045	3135
11	Q	2428	2487	2549	2611	2696	2773	2863	2939	3028	3171	3265
12	B	2349	2405	2464	2525	2606	2689	2775	2863	2959	3089	3182
12	Q	2440	2501	2562	2626	2709	2797	2886	2981	3084	3217	3314
13	B	2408	2467	2528	2591	2671	2757	2842	2933	3020	3162	3256
13	Q	2505	2565	2629	2696	2779	2869	2957	3053	3145	3295	3395
14	B	2414	2471	2533	2598	2679	2769	2854	2950	3051	3186	3283
14	Q	2509	2571	2635	2701	2787	2879	2971	3072	3178	3321	3421
15	B	2466	2527	2589	2655	2736	2829	2917	3016	3103	3252	3350
15	Q	2564	2628	2694	2760	2846	2942	3038	3142	3232	3392	3493
16	B	2486	2546	2610	2674	2772	2854	2949	3042	3136	3296	3396
16	Q	2585	2647	2713	2783	2883	2971	3071	3168	3267	3441	3542
17	B	2489	2549	2612	2677	2763	2854	2948	3049	3151	3309	3407
17	Q	2587	2649	2715	2785	2873	2971	3070	3176	3285	3454	3558

18	B	2510	2572	2636	2702	2788	2884	2980	3081	3184	3335	3436
18	Q	2610	2675	2742	2811	2902	3003	3103	3211	3319	3481	3586
19	B	2545	2608	2672	2739	2842	2934	3030	3129	3226	3397	3499
19	Q	2645	2711	2781	2849	2957	3055	3156	3259	3363	3546	3653
20	B	2565	2629	2694	2763	2863	2957	3059	3159	3262	3460	3564
20	Q	2667	2734	2803	2873	2981	3082	3186	3293	3403	3614	3721
21	B	2636	2702	2771	2841	2938	3030	3134	3240	3350	3534	3640
21	Q	2742	2811	2882	2955	3059	3156	3264	3378	3499	3689	3800
22	B	2675	2742	2811	2884	2990	3089	3204	3309	3431	3615	3723
22	Q	2784	2852	2925	3003	3114	3217	3341	3454	3580	3775	3889
23	B	2738	2807	2880	2953	3062	3169	3289	3402	3513	3706	3817
23	Q	2848	2920	2996	3076	3190	3304	3431	3552	3668	3873	3990
24	B	2743	2812	2885	2959	3067	3179	3299	3419	3542	3732	3844
24	Q	2853	2926	3004	3084	3196	3315	3444	3568	3701	3904	4021
25	B	2969	3049	3130	3215	3344	3474	3623	3760	3909	4136	4259
25	Q	3093	3176	3260	3351	3491	3628	3785	3931	4085	4323	4452
26	B	3085	3168	3254	3345	3493	3639	3792	3944	4093	4331	4462
26	Q	3215	3302	3396	3492	3646	3802	3963	4122	4276	4528	4663
27	B	3229	3319	3412	3508	3657	3816	3974	4130	4285	4530	4666
27	Q	3369	3464	3562	3664	3821	3990	4153	4316	4479	4732	4876

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE J RC-014 (Clerical Employees, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Account Clerk I	00111	RC-014	05
Account Clerk II	00112	RC-014	07
Account Technician I	00115	RC-014	10
Account Technician II	00116	RC-014	12
Administrative Services Worker Trainee	00600	RC-014	02
Aircraft Dispatcher	00951	RC-014	12
Aircraft Lead Dispatcher	00952	RC-014	14
Audio Visual Technician I	03501	RC-014	06
Audio Visual Technician II	03502	RC-014	09
Buyer Assistant	05905	RC-014	10
Check Issuance Machine Operator	06920	RC-014	09
Check Issuance Machine Supervisor	06925	RC-014	11
Clerical Trainee	08050	RC-014	TR
Communications Dispatcher	08815	RC-014	09
Communications Equipment Technician I	08831	RC-014	17
Communications Equipment Technician II	08832	RC-014	19
Communications Equipment Technician III	08833	RC-014	20
Court Reporter	09900	RC-014	15
Data Processing Assistant	11420	RC-014	06
Data Processing Operator	11425	RC-014	04
Data Processing Operator Trainee	11428	RC-014	02
Drafting Worker	12749	RC-014	11
Electronic Equipment Installer/Repairer	13340	RC-014	10
Electronic Equipment Installer/Repairer Lead Worker	13345	RC-014	12
Electronics Technician	13360	RC-014	15
Emergency Response Lead Telecommunicator	13540	RC-014	12
Emergency Response Telecommunicator	13543	RC-014	10
Engineering Technician II	13732	RC-014	13
Engineering Technician III	13733	RC-014	16
Executive Secretary I	14031	RC-014	11
Executive Secretary II	14032	RC-014	14
Graphic Arts Designer	17366	RC-014	14
Graphic Arts Designer Supervisor	17365	RC-014	18
Graphic Arts Technician	17400	RC-014	12
Industrial Commission Reporter	21080	RC-014	16
Industrial Commission Technician	21095	RC-014	11
Insurance Analyst I	21561	RC-014	09

Insurance Analyst II	21562	RC-014	12
Insurance Analyst Trainee	21566	RC-014	07
Intermittent Clerk	21686	RC-014	02H
Library Aide I	23421	RC-014	03
Library Aide II	23422	RC-014	05
Library Aide III	23423	RC-014	07
Library Technical Assistant	23450	RC-014	10
Lottery Telemarketing Representative	24520	RC-014	09
Microfilm Laboratory Technician I	27175	RC-014	07
Microfilm Laboratory Technician II	27176	RC-014	09
Microfilm Operator I	27181	RC-014	04
Microfilm Operator II	27182	RC-014	06
Microfilm Operator III	27183	RC-014	08
Office Aide	30005	RC-014	02
Office Assistant	30010	RC-014	06
Office Associate	30015	RC-014	08
Office Clerk	30020	RC-014	04
Office Coordinator	30025	RC-014	09
Photographer I	32085	RC-014	11
Photographer II	32086	RC-014	14
Photographer III	32087	RC-014	15
Photographic Technician I	32091	RC-014	11
Photographic Technician II	32092	RC-014	14
Photographic Technician III	32093	RC-014	15
Procurement Representative	34540	RC-014	09
Property and Supply Clerk I	34791	RC-014	03.5
Property and Supply Clerk II	34792	RC-014	05.5
Property and Supply Clerk III	34793	RC-014	08
Property Tax Examiner	34930	RC-014	09
Rehabilitation Case Coordinator I	38141	RC-014	08
Rehabilitation Case Coordinator II	38142	RC-014	10
Reproduction Service Supervisor I	38201	RC-014	13
Reproduction Service Technician I	38203	RC-014	05
Reproduction Service Technician II	38204	RC-014	09
Reproduction Service Technician III	38205	RC-014	11
Safety Responsibility Analyst	38910	RC-014	12
Storekeeper I	43051	RC-014	10.5
Storekeeper II	43052	RC-014	12.5
Storekeeper III	43053	RC-014	14
Stores Clerk	43060	RC-014	04.5
Switchboard Operator I	44411	RC-014	05
Switchboard Operator II	44412	RC-014	07
Switchboard Operator III	44413	RC-014	09

Telecommunicator – Command Center	45316	RC-014	13
Telecommunicator Lead Worker – Command Center	45318	RC-014	15
Telecommunicator	45321	RC-014	12
Telecommunicator – Call Taker	45322	RC-014	14
Telecommunicator – Lead Call Taker	45323	RC-014	16
Telecommunicator Lead Worker	45324	RC-014	14
Telecommunicator Trainee	45325	RC-014	10
Telecommunicator Specialist	45326	RC-014	15
Telecommunicator Lead Specialist	45327	RC-014	17
Vehicle Permit Evaluator	47585	RC-014	11
Veterans Service Officer Associate	47804	RC-014	13

Effective July 1, 2006
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
02	B	1992	2039	2087	2135	2183	2231	2292	2343	2397	2486	2561
02	Q	2069	2117	2167	2219	2268	2320	2381	2438	2492	2585	2663
02	S	2127	2174	2225	2277	2326	2376	2440	2495	2551	2644	2723
02H	B	12.26	12.55	12.84	13.14	13.43	13.73	14.10	14.42	14.75	15.30	15.76
02H	Q	12.73	13.03	13.34	13.66	13.96	14.28	14.65	15.00	15.34	15.91	16.39
02H	S	13.09	13.38	13.69	14.01	14.31	14.62	15.02	15.35	15.70	16.27	16.76
03	B	2035	2082	2131	2183	2231	2293	2347	2402	2459	2561	2640
03	Q	2113	2163	2215	2268	2320	2382	2441	2497	2556	2664	2743
03	S	2170	2221	2272	2326	2376	2441	2498	2555	2613	2722	2803
03.5	B	2080	2129	2181	2231	2289	2347	2404	2459	2521	2629	2707
03.5	Q	2161	2212	2266	2320	2378	2441	2499	2556	2621	2733	2815
03.5	S	2218	2270	2324	2376	2438	2498	2557	2613	2679	2791	2876
04	B	2080	2129	2181	2231	2293	2353	2406	2474	2528	2637	2715
04	Q	2161	2212	2266	2320	2382	2445	2501	2571	2629	2741	2823
04	S	2218	2270	2324	2376	2441	2502	2560	2630	2685	2799	2883

04.5	B	2132	2184	2235	2289	2347	2405	2469	2533	2591	2701	2781
04.5	Q	2216	2269	2324	2378	2441	2500	2566	2633	2694	2810	2893
04.5	S	2273	2327	2380	2438	2498	2559	2623	2689	2754	2868	2954
05	B	2135	2187	2238	2293	2356	2418	2481	2541	2603	2710	2792
05	Q	2219	2272	2327	2382	2447	2514	2578	2642	2707	2819	2904
05	S	2277	2330	2384	2441	2504	2571	2638	2701	2765	2877	2962
05.5	B	2187	2238	2293	2347	2406	2479	2540	2603	2671	2779	2863
05.5	Q	2272	2327	2382	2441	2501	2576	2641	2707	2779	2891	2979
05.5	S	2330	2384	2441	2498	2560	2635	2700	2765	2837	2950	3040
06	B	2193	2246	2300	2356	2419	2483	2553	2618	2690	2804	2887
06	Q	2278	2333	2390	2447	2515	2582	2655	2724	2797	2917	3003
06	S	2335	2392	2447	2504	2572	2640	2714	2782	2855	2977	3066
07	B	2253	2306	2363	2419	2486	2559	2632	2703	2778	2905	2991
07	Q	2339	2397	2454	2515	2585	2662	2737	2812	2890	3025	3116
07	S	2398	2453	2513	2572	2644	2719	2794	2870	2948	3085	3177
08	B	2313	2370	2428	2486	2565	2642	2724	2799	2878	3015	3104
08	Q	2404	2462	2524	2585	2669	2746	2835	2910	2998	3140	3233
08	S	2461	2520	2580	2644	2725	2804	2893	2972	3058	3200	3296
09	B	2384	2443	2503	2565	2645	2730	2814	2904	2990	3131	3224
09	Q	2480	2540	2603	2669	2751	2841	2928	3023	3114	3262	3361
09	S	2537	2599	2660	2725	2809	2898	2988	3084	3174	3325	3424
10	B	2461	2521	2584	2648	2745	2826	2920	3012	3105	3263	3362
10	Q	2559	2621	2686	2755	2854	2942	3041	3137	3235	3407	3507
10	S	2615	2679	2744	2812	2912	3001	3100	3196	3299	3471	3575
10.5	B	2534	2596	2660	2726	2814	2910	2999	3104	3194	3357	3458
10.5	Q	2634	2701	2768	2838	2928	3030	3124	3233	3330	3503	3609
10.5	S	2690	2758	2825	2895	2988	3091	3184	3298	3395	3570	3676

11	B	2549	2612	2679	2746	2839	2931	3036	3137	3234	3405	3508
11	Q	2651	2717	2785	2855	2957	3054	3163	3269	3373	3555	3661
11	S	2710	2775	2843	2913	3017	3113	3223	3331	3438	3618	3728
12	B	2649	2715	2783	2855	2960	3058	3172	3276	3397	3579	3686
12	Q	2756	2824	2896	2973	3083	3185	3308	3420	3545	3738	3850
12	S	2814	2882	2955	3031	3143	3247	3371	3484	3611	3805	3919
12.5	B	2711	2779	2851	2924	3032	3138	3256	3368	3478	3669	3779
12.5	Q	2820	2891	2966	3046	3158	3271	3397	3517	3632	3835	3950
12.5	S	2878	2950	3027	3105	3219	3333	3464	3582	3698	3903	4020
13	B	2746	2815	2887	2963	3072	3189	3309	3430	3558	3755	3869
13	Q	2855	2930	3006	3086	3200	3326	3455	3581	3713	3925	4043
13	S	2913	2989	3066	3146	3261	3389	3521	3646	3781	3992	4112
14	B	2857	2931	3011	3090	3208	3333	3478	3606	3743	3960	4079
14	Q	2975	3054	3136	3220	3345	3480	3632	3768	3912	4140	4264
14	S	3033	3113	3195	3282	3411	3544	3698	3834	3979	4205	4331
15	B	2967	3046	3128	3213	3354	3493	3630	3778	3918	4153	4279
15	Q	3091	3173	3260	3351	3500	3646	3792	3950	4095	4340	4470
15	S	3151	3232	3323	3415	3565	3709	3860	4016	4160	4407	4538
16	B	3099	3183	3269	3363	3514	3669	3822	3982	4141	4385	4517
16	Q	3228	3318	3413	3511	3669	3835	3995	4159	4327	4584	4722
16	S	3292	3383	3477	3577	3736	3903	4064	4227	4395	4648	4790
17	B	3237	3328	3424	3524	3686	3856	4020	4182	4352	4611	4749
17	Q	3377	3474	3575	3677	3853	4030	4199	4370	4548	4819	4965
17	S	3440	3539	3640	3744	3921	4099	4268	4438	4614	4888	5035
18	B	3402	3500	3601	3708	3887	4069	4253	4427	4604	4879	5026
18	Q	3551	3653	3762	3875	4066	4252	4447	4629	4812	5100	5252
18	S	3615	3717	3830	3940	4131	4320	4512	4695	4881	5165	5321

19	B	3580	3684	3793	3909	4108	4302	4502	4691	4886	5183	5338
19	Q	3739	3850	3966	4084	4293	4493	4706	4902	5108	5416	5578
19	S	3806	3919	4035	4152	4361	4562	4772	4970	5176	5483	5647
20	B	3781	3895	4011	4130	4339	4540	4756	4963	5168	5482	5646
20	Q	3953	4071	4191	4316	4534	4747	4971	5185	5401	5731	5903
20	S	4018	4138	4258	4384	4600	4812	5038	5252	5467	5795	5971
TR		TR										

Effective January 1, 2007
Bargaining Unit: RC-014

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
02	B	2012	2059	2108	2156	2205	2253	2315	2366	2421	2511	2587
02	Q	2090	2138	2189	2241	2291	2343	2405	2462	2517	2611	2690
02	S	2148	2196	2247	2300	2349	2400	2464	2520	2577	2670	2750
02H	B	12.38	12.67	12.97	13.27	13.57	13.86	14.25	14.56	14.90	15.45	15.92
02H	Q	12.86	13.16	13.47	13.79	14.10	14.42	14.80	15.15	15.49	16.07	16.55
02H	S	13.22	13.51	13.83	14.15	14.46	14.77	15.16	15.51	15.86	16.43	16.92
03	B	2055	2103	2152	2205	2253	2316	2370	2426	2484	2587	2666
03	Q	2134	2185	2237	2291	2343	2406	2465	2522	2582	2691	2770
03	S	2192	2243	2295	2349	2400	2465	2523	2581	2639	2749	2831
03.5	B	2101	2150	2203	2253	2312	2370	2428	2484	2546	2655	2734
03.5	Q	2183	2234	2289	2343	2402	2465	2524	2582	2647	2760	2843
03.5	S	2240	2293	2347	2400	2462	2523	2583	2639	2706	2819	2905
04	B	2101	2150	2203	2253	2316	2377	2430	2499	2553	2663	2742
04	Q	2183	2234	2289	2343	2406	2469	2526	2597	2655	2768	2851
04	S	2240	2293	2347	2400	2465	2527	2586	2656	2712	2827	2912

04.5	B	2153	2206	2257	2312	2370	2429	2494	2558	2617	2728	2809
04.5	Q	2238	2292	2347	2402	2465	2525	2592	2659	2721	2838	2922
04.5	S	2296	2350	2404	2462	2523	2585	2649	2716	2782	2897	2984
05	B	2156	2209	2260	2316	2380	2442	2506	2566	2629	2737	2820
05	Q	2241	2295	2350	2406	2471	2539	2604	2668	2734	2847	2933
05	S	2300	2353	2408	2465	2529	2597	2664	2728	2793	2906	2992
05.5	B	2209	2260	2316	2370	2430	2504	2565	2629	2698	2807	2892
05.5	Q	2295	2350	2406	2465	2526	2602	2667	2734	2807	2920	3009
05.5	S	2353	2408	2465	2523	2586	2661	2727	2793	2865	2980	3070
06	B	2215	2268	2323	2380	2443	2508	2579	2644	2717	2832	2916
06	Q	2301	2356	2414	2471	2540	2608	2682	2751	2825	2946	3033
06	S	2358	2416	2471	2529	2598	2666	2741	2810	2884	3007	3097
07	B	2276	2329	2387	2443	2511	2585	2658	2730	2806	2934	3021
07	Q	2362	2421	2479	2540	2611	2689	2764	2840	2919	3055	3147
07	S	2422	2478	2538	2598	2670	2746	2822	2899	2977	3116	3209
08	B	2336	2394	2452	2511	2591	2668	2751	2827	2907	3045	3135
08	Q	2428	2487	2549	2611	2696	2773	2863	2939	3028	3171	3265
08	S	2486	2545	2606	2670	2752	2832	2922	3002	3089	3232	3329
09	B	2408	2467	2528	2591	2671	2757	2842	2933	3020	3162	3256
09	Q	2505	2565	2629	2696	2779	2869	2957	3053	3145	3295	3395
09	S	2562	2625	2687	2752	2837	2927	3018	3115	3206	3358	3458
10	B	2486	2546	2610	2674	2772	2854	2949	3042	3136	3296	3396
10	Q	2585	2647	2713	2783	2883	2971	3071	3168	3267	3441	3542
10	S	2641	2706	2771	2840	2941	3031	3131	3228	3332	3506	3611
10.5	B	2559	2622	2687	2753	2842	2939	3029	3135	3226	3391	3493
10.5	Q	2660	2728	2796	2866	2957	3060	3155	3265	3363	3538	3645
10.5	S	2717	2786	2853	2924	3018	3122	3216	3331	3429	3606	3713

11	B	2574	2638	2706	2773	2867	2960	3066	3168	3266	3439	3543
11	Q	2678	2744	2813	2884	2987	3085	3195	3302	3407	3591	3698
11	S	2737	2803	2871	2942	3047	3144	3255	3364	3472	3654	3765
12	B	2675	2742	2811	2884	2990	3089	3204	3309	3431	3615	3723
12	Q	2784	2852	2925	3003	3114	3217	3341	3454	3580	3775	3889
12	S	2842	2911	2985	3061	3174	3279	3405	3519	3647	3843	3958
12.5	B	2738	2807	2880	2953	3062	3169	3289	3402	3513	3706	3817
12.5	Q	2848	2920	2996	3076	3190	3304	3431	3552	3668	3873	3990
12.5	S	2907	2980	3057	3136	3251	3366	3499	3618	3735	3942	4060
13	B	2773	2843	2916	2993	3103	3221	3342	3464	3594	3793	3908
13	Q	2884	2959	3036	3117	3232	3359	3490	3617	3750	3964	4083
13	S	2942	3019	3097	3177	3294	3423	3556	3682	3819	4032	4153
14	B	2886	2960	3041	3121	3240	3366	3513	3642	3780	4000	4120
14	Q	3005	3085	3167	3252	3378	3515	3668	3806	3951	4181	4307
14	S	3063	3144	3227	3315	3445	3579	3735	3872	4019	4247	4374
15	B	2997	3076	3159	3245	3388	3528	3666	3816	3957	4195	4322
15	Q	3122	3205	3293	3385	3535	3682	3830	3990	4136	4383	4515
15	S	3183	3264	3356	3449	3601	3746	3899	4056	4202	4451	4583
16	B	3130	3215	3302	3397	3549	3706	3860	4022	4182	4429	4562
16	Q	3260	3351	3447	3546	3706	3873	4035	4201	4370	4630	4769
16	S	3325	3417	3512	3613	3773	3942	4105	4269	4439	4694	4838
17	B	3269	3361	3458	3559	3723	3895	4060	4224	4396	4657	4796
17	Q	3411	3509	3611	3714	3892	4070	4241	4414	4593	4867	5015
17	S	3474	3574	3676	3781	3960	4140	4311	4482	4660	4937	5085
18	B	3436	3535	3637	3745	3926	4110	4296	4471	4650	4928	5076
18	Q	3587	3690	3800	3914	4107	4295	4491	4675	4860	5151	5305
18	S	3651	3754	3868	3979	4172	4363	4557	4742	4930	5217	5374

19	B	3616	3721	3831	3948	4149	4345	4547	4738	4935	5235	5391
19	Q	3776	3889	4006	4125	4336	4538	4753	4951	5159	5470	5634
19	S	3844	3958	4075	4194	4405	4608	4820	5020	5228	5538	5703
20	B	3819	3934	4051	4171	4382	4585	4804	5013	5220	5537	5702
20	Q	3993	4112	4233	4359	4579	4794	5021	5237	5455	5788	5962
20	S	4058	4179	4301	4428	4646	4860	5088	5305	5522	5853	6031

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(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE K RC-023 (Registered Nurses, INA)**

Effective July 1, 2006
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	4083	4275	4481	4687	4985	5160	5341	5501
Corrections Nurse I	09825	Q	3872	4051	4243	4425	4714	4880	5050	5202
Corrections Nurse I	09825	S	3937	4117	4307	4490	4779	4943	5117	5269
Corrections Nurse II	09826	Q	4351	4554	4772	4993	5310	5497	5689	5860
Corrections Nurse II	09826	S	4416	4619	4837	5057	5378	5562	5755	5928
Health Facilities Surveillance Nurse	18150	B	4083	4275	4481	4687	4985	5160	5341	5501
Nursing Act Assistant Coordinator	29731	B	4338	4559	4769	4987	5300	5484	5677	5846
Registered Nurse I	38131	B	3634	3807	3982	4158	4424	4580	4740	4881
Registered Nurse I	38131	Q	3687	3864	4040	4219	4489	4646	4809	4954
Registered Nurse II	38132	B	4083	4275	4481	4687	4985	5160	5341	5501
Registered Nurse II	38132	Q	4144	4338	4546	4754	5059	5237	5418	5581

Effective January 1, 2007
Bargaining Unit: RC-023

Title	Title Code	Pay Plan Code	S T E P S							
			1	2	3	4	5	6	7	8
Child Welfare Nurse Specialist	07197	B	4124	4318	4526	4734	5035	5212	5394	5556
Corrections Nurse I	09825	Q	3911	4092	4285	4469	4761	4929	5101	5254
Corrections Nurse I	09825	S	3976	4158	4350	4535	4827	4992	5168	5322
Corrections Nurse II	09826	Q	4395	4600	4820	5043	5363	5552	5746	5919
Corrections Nurse II	09826	S	4460	4665	4885	5108	5432	5618	5813	5987
Health Facilities Surveillance Nurse	18150	B	4124	4318	4526	4734	5035	5212	5394	5556
Nursing Act Assistant Coordinator	29731	B	4381	4605	4817	5037	5353	5539	5734	5904
Registered Nurse I	38131	B	3670	3845	4022	4200	4468	4626	4787	4930
Registered Nurse I	38131	Q	3724	3903	4080	4261	4534	4692	4857	5004
Registered Nurse II	38132	B	4124	4318	4526	4734	5035	5212	5394	5556
Registered Nurse II	38132	Q	4185	4381	4591	4802	5110	5289	5472	5637

NOTE: Longevity Pay – The Step 8 rate shall be increased by \$25 per month for those employees who have attained 3 or more years of creditable service on Step 8 in the same pay grade. The Step 8 rate shall be increased \$50 per month for those employees who have attained 6 or more years of creditable service on Step 8 in the same pay grade.

Effective July 1, 2006
Bargaining Unit: RC-023
Special Hourly Rates

Title	Title Code	Pay Plan Code	Rate
Registered Nurse I (DHS Client Assessment Unit) (Possessing less than 10 years of prior State contractual service on March 22, 2006)	38131	B	24.65
Registered Nurse I (DHS Client Assessment Unit) (Possessing 10 or more years of prior State contractual service on March 22, 2006)	38131	B	25.74
Registered Nurse II (DHS Client Assessment Unit)	38132	B	27.74

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE L RC-008 (Boilermakers)

Effective January 1, 2006

<u>Title</u>	<u>Title Code</u>	<u>Region</u>	<u>Monthly Salary</u>
Boiler Safety Specialist	04910	Northern	6822.54
Boiler Safety Specialist	04910	Central	5242.62
Boiler Safety Specialist	04910	Southern	5021.64

Northern Region: Boone, Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, Will, and Winnebago Counties.

Central Region: Bureau, Carroll, Champaign, DeWitt, Ford, Fulton, Hancock, Henderson, Henry, Iroquois, JoDaviess, Knox, LaSalle, Lee, Livingston, Logan, Marshall, Mason, McDonough, McLean, Mercer, Ogle, Peoria, Putnam, Rock Island, Schuyler, Stark, Stephenson, Tazewell, Vermilion, Warren, Whiteside, and Woodford Counties.

Southern Region: Adams, Alexander, Bond, Brown, Calhoun, Cass, Christian, Clark, Clay, Clinton, Coles, Crawford, Cumberland, Douglas, Edgar, Edwards, Effingham, Fayette, Franklin, Gallatin, Greene, Hamilton, Hardin, Jackson, Jasper, Jefferson, Jersey, Johnson, Lawrence, Macon, Macoupin, Madison, Marion, Massac, Menard, Monroe, Montgomery, Morgan, Moultrie, Perry, Piatt, Pike, Pope, Pulaski, Randolph, Richland, St. Clair, Saline, Sangamon, Scott, Shelby, Union, Wabash, Washington, Wayne, White, and Williamson Counties.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE M RC-110 (Conservation Police Lodge)****Effective July 1, 2006**

Title	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Officer I	3860	4045	4338	4542	4756	4980	4980
Conservation Police Officer II	0	0	4403	4607	4820	5046	5046

Longevity Bonus Rates

Conservation Police Officer I									
9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
5217	5468	5603	5603	5603	5603	5603	5603	5603	5603
Conservation Police Officer II									
9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
5281	5533	5668	5668	5936	6214	6514	6577	6885	7210

Effective January 1, 2007

Title	S T E P S						
	1	2	3	4	5	6	7
Conservation Police Officer I	3899	4085	4381	4587	4804	5030	5030
Conservation Police Officer II	0	0	4447	4653	4868	5096	5096

Longevity Bonus Rates

Conservation Police Officer I									
9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
5269	5523	5659	5659	5659	5659	5659	5659	5659	5659
Conservation Police Officer II									
9 Yrs	10 Yrs	12.5 Yrs	14 Yrs	15 Yrs	17.5 Yrs	20 Yrs	21 Yrs	22.5 Yrs	25 Yrs
5334	5588	5725	5725	5995	6276	6579	6643	6954	7282

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE N RC-010 (Professional Legal Unit, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Hearings Referee	18300	RC-010	23
Hearings Referee – Intermittent	18301	RC-010	23H
Technical Advisor Advanced Program Specialist	45256	RC-010	24
Technical Advisor I	45251	RC-010	18
Technical Advisor II	45252	RC-010	20
Technical Advisor III	45253	RC-010	23

Effective July 1, 2006
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	3402	3500	3601	3708	3887	4069	4253	4427	4604	4879	5026
18	Q	3551	3653	3762	3875	4066	4252	4447	4629	4812	5100	5252
20	B	3781	3895	4011	4130	4339	4540	4756	4963	5168	5482	5646
20	Q	3953	4071	4191	4316	4534	4747	4971	5185	5401	5731	5903
23	B	4477	4610	4748	4889	5149	5413	5670	5932	6189	6578	6775
23	Q	4678	4817	4962	5113	5383	5659	5925	6199	6468	6873	7079
23H	B	27.55	28.37	29.22	30.09	31.69	33.31	34.89	36.50	38.09	40.48	41.69
24	B	4763	4906	5052	5204	5481	5768	6045	6324	6610	7024	7235

Effective January 1, 2007
Bargaining Unit: RC-010

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
18	B	3436	3535	3637	3745	3926	4110	4296	4471	4650	4928	5076
18	Q	3587	3690	3800	3914	4107	4295	4491	4675	4860	5151	5305
20	B	3819	3934	4051	4171	4382	4585	4804	5013	5220	5537	5702
20	Q	3993	4112	4233	4359	4579	4794	5021	5237	5455	5788	5962
23	B	4522	4656	4795	4938	5200	5467	5727	5991	6251	6644	6843
23	Q	4725	4865	5012	5164	5437	5716	5984	6261	6533	6942	7150
23H	B	27.83	28.65	29.51	30.39	32.00	33.64	35.24	36.87	38.47	40.89	42.11
24	B	4811	4955	5103	5256	5536	5826	6105	6387	6676	7094	7307

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE O RC-028 (Paraprofessional Human Services Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Administrative Assistant I	00501	RC-028	17
Administrative Assistant II	00502	RC-028	19
Apparel/Dry Goods Specialist III	01233	RC-028	12.5
Assistant Reimbursement Officer	02424	RC-028	08
Capital Development Board Media Technician	06525	RC-028	14
Child Development Aide	07184	RC-028	10
Clinical Laboratory Associate	08200	RC-028	07
Clinical Laboratory Technician I	08215	RC-028	10
Clinical Laboratory Technician II	08216	RC-028	12
Compliance Officer	08919	RC-028	14
Construction Supervisor I	09561	RC-028	13
Construction Supervisor II	09562	RC-028	16
Crime Scene Investigator	09980	RC-028	21
Data Processing Administrative Specialist	11415	RC-028	14

Data Processing Specialist	11430	RC-028	12
Data Processing Technician	11440	RC-028	09
Data Processing Technician Trainee	11443	RC-028	06
Dental Assistant	11650	RC-028	09
Dental Hygienist	11700	RC-028	13
Electroencephalograph Technician	13300	RC-028	08
Environmental Equipment Operator I	13761	RC-028	12
Environmental Equipment Operator II	13762	RC-028	14
Environmental Protection Technician I	13831	RC-028	08
Environmental Protection Technician II	13832	RC-028	10
Health Information Associate	18045	RC-028	10
Health Information Technician	18047	RC-028	12
Hearing & Speech Technician I	18261	RC-028	06
Hearing & Speech Technician II	18262	RC-028	09
Housekeeper II	19602	RC-028	03.5
Inhalation Therapist	21259	RC-028	08
Inhalation Therapist Supervisor	21260	RC-028	11
Intermittent Unemployment Insurance Technician (Hourly)	21690	RC-028	06H
Laboratory Assistant	22995	RC-028	04
Laboratory Associate I	22997	RC-028	10
Laboratory Associate II	22998	RC-028	12
Legal Research Assistant	23350	RC-028	13
Licensed Practical Nurse I	23551	RC-028	10.5
Licensed Practical Nurse II	23552	RC-028	11.5
Lock and Dam Tender	24290	RC-028	10
Lottery Commodities Distributor II	24402	RC-028	12
Natural Resource Technician I	28851	RC-028	10
Natural Resource Technician II	28852	RC-028	13
Office Administrative Specialist	29990	RC-028	12
Office Specialist	30080	RC-028	11
Pharmacist Lead Technician	32007	RC-028	09
Pharmacist Technician	32008	RC-028	07
Public Aid Eligibility Assistant	35825	RC-028	08
Radiologic Technologist	37500	RC-028	11
Radiologic Technologist Program Coordinator	37507	RC-028	12
Ranger	37725	RC-028	13
Rehabilitation Counselor Aide I	38155	RC-028	09
Rehabilitation Counselor Aide II	38156	RC-028	11
Senior Ranger	40090	RC-028	14
Site Interpreter	41090	RC-028	10
Site Technician I	41131	RC-028	10
Site Technician II	41132	RC-028	12

Social Service Community Planner	41295	RC-028	11
State Police Crime Information Evaluator	41801	RC-028	11
State Police Evidence Technician I	41901	RC-028	12
State Police Evidence Technician II	41902	RC-028	13
Statistical Research Technician	42748	RC-028	11
Veterans Service Officer	47800	RC-028	14
Vocational Instructor	48200	RC-028	12

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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	2080	2129	2181	2231	2289	2347	2404	2459	2521	2629	2707
03.5	Q	2161	2212	2266	2320	2378	2441	2499	2556	2621	2733	2815
03.5	S	2218	2270	2324	2376	2438	2498	2557	2613	2679	2791	2876
04	B	2080	2129	2181	2231	2293	2353	2406	2474	2528	2637	2715
04	Q	2161	2212	2266	2320	2382	2445	2501	2571	2629	2741	2823
04	S	2218	2270	2324	2376	2441	2502	2560	2630	2685	2799	2883
06	B	2193	2246	2300	2356	2419	2483	2553	2618	2690	2804	2887
06	Q	2278	2333	2390	2447	2515	2582	2655	2724	2797	2917	3003
06	S	2335	2392	2447	2504	2572	2640	2714	2782	2855	2977	3066
06H	B	13.50	13.82	14.15	14.50	14.89	15.28	15.71	16.11	16.55	17.26	17.77
06H	Q	14.02	14.36	14.71	15.06	15.48	15.89	16.34	16.76	17.21	17.95	18.48
06H	S	14.37	14.72	15.06	15.41	15.83	16.25	16.70	17.12	17.57	18.32	18.87
07	B	2253	2306	2363	2419	2486	2559	2632	2703	2778	2905	2991
07	Q	2339	2397	2454	2515	2585	2662	2737	2812	2890	3025	3116
07	S	2398	2453	2513	2572	2644	2719	2794	2870	2948	3085	3177
08	B	2313	2370	2428	2486	2565	2642	2724	2799	2878	3015	3104
08	Q	2404	2462	2524	2585	2669	2746	2835	2910	2998	3140	3233
08	S	2461	2520	2580	2644	2725	2804	2893	2972	3058	3200	3296

09	B	2384	2443	2503	2565	2645	2730	2814	2904	2990	3131	3224
09	Q	2480	2540	2603	2669	2751	2841	2928	3023	3114	3262	3361
09	S	2537	2599	2660	2725	2809	2898	2988	3084	3174	3325	3424
09.5	B	2442	2502	2563	2629	2709	2801	2888	2986	3072	3220	3317
09.5	Q	2539	2602	2667	2733	2818	2913	3008	3111	3200	3358	3458
09.5	S	2598	2659	2724	2791	2876	2974	3067	3171	3261	3424	3528
10	B	2461	2521	2584	2648	2745	2826	2920	3012	3105	3263	3362
10	Q	2559	2621	2686	2755	2854	2942	3041	3137	3235	3407	3507
10	S	2615	2679	2744	2812	2912	3001	3100	3196	3299	3471	3575
10.5	B	2540	2603	2667	2736	2835	2928	3029	3128	3230	3426	3529
10.5	Q	2641	2707	2775	2845	2951	3051	3154	3260	3369	3578	3684
10.5	S	2700	2765	2833	2903	3012	3110	3215	3323	3433	3642	3752
11	B	2549	2612	2679	2746	2839	2931	3036	3137	3234	3405	3508
11	Q	2651	2717	2785	2855	2957	3054	3163	3269	3373	3555	3661
11	S	2710	2775	2843	2913	3017	3113	3223	3331	3438	3618	3728
11.5	B	2610	2675	2744	2813	2909	3000	3103	3208	3317	3499	3604
11.5	Q	2715	2783	2853	2926	3029	3125	3232	3345	3464	3652	3762
11.5	S	2769	2838	2909	2983	3088	3186	3296	3411	3531	3724	3836
12	B	2649	2715	2783	2855	2960	3058	3172	3276	3397	3579	3686
12	Q	2756	2824	2896	2973	3083	3185	3308	3420	3545	3738	3850
12	S	2814	2882	2955	3031	3143	3247	3371	3484	3611	3805	3919
12.5	B	2711	2779	2851	2924	3032	3138	3256	3368	3478	3669	3779
12.5	Q	2820	2891	2966	3046	3158	3271	3397	3517	3632	3835	3950
12.5	S	2878	2950	3027	3105	3219	3333	3464	3582	3698	3903	4020
13	B	2746	2815	2887	2963	3072	3189	3309	3430	3558	3755	3869
13	Q	2855	2930	3006	3086	3200	3326	3455	3581	3713	3925	4043
13	S	2913	2989	3066	3146	3261	3389	3521	3646	3781	3992	4112

14	B	2857	2931	3011	3090	3208	3333	3478	3606	3743	3960	4079
14	Q	2975	3054	3136	3220	3345	3480	3632	3768	3912	4140	4264
14	S	3033	3113	3195	3282	3411	3544	3698	3834	3979	4205	4331
16	B	3099	3183	3269	3363	3514	3669	3822	3982	4141	4385	4517
16	Q	3228	3318	3413	3511	3669	3835	3995	4159	4327	4584	4722
16	S	3292	3383	3477	3577	3736	3903	4064	4227	4395	4648	4790
17	B	3237	3328	3424	3524	3686	3856	4020	4182	4352	4611	4749
17	Q	3377	3474	3575	3677	3853	4030	4199	4370	4548	4819	4965
17	S	3440	3539	3640	3744	3921	4099	4268	4438	4614	4888	5035
19	B	3580	3684	3793	3909	4108	4302	4502	4691	4886	5183	5338
19	Q	3739	3850	3966	4084	4293	4493	4706	4902	5108	5416	5578
19	S	3806	3919	4035	4152	4361	4562	4772	4970	5176	5483	5647
21	B	3991	4112	4235	4360	4585	4806	5031	5260	5479	5821	5996
21	Q	4172	4298	4424	4557	4793	5021	5258	5497	5727	6083	6267
21	S	4239	4364	4491	4626	4857	5089	5326	5564	5792	6150	6335

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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
03.5	B	2101	2150	2203	2253	2312	2370	2428	2484	2546	2655	2734
03.5	Q	2183	2234	2289	2343	2402	2465	2524	2582	2647	2760	2843
03.5	S	2240	2293	2347	2400	2462	2523	2583	2639	2706	2819	2905
04	B	2101	2150	2203	2253	2316	2377	2430	2499	2553	2663	2742
04	Q	2183	2234	2289	2343	2406	2469	2526	2597	2655	2768	2851
04	S	2240	2293	2347	2400	2465	2527	2586	2656	2712	2827	2912

06	B	2215	2268	2323	2380	2443	2508	2579	2644	2717	2832	2916
06	Q	2301	2356	2414	2471	2540	2608	2682	2751	2825	2946	3033
06	S	2358	2416	2471	2529	2598	2666	2741	2810	2884	3007	3097
06H	B	13.63	13.96	14.30	14.65	15.03	15.43	15.87	16.27	16.72	17.43	17.94
06H	Q	14.16	14.50	14.86	15.21	15.63	16.05	16.50	16.93	17.38	18.13	18.66
06H	S	14.51	14.87	15.21	15.56	15.99	16.41	16.87	17.29	17.75	18.50	19.06
07	B	2276	2329	2387	2443	2511	2585	2658	2730	2806	2934	3021
07	Q	2362	2421	2479	2540	2611	2689	2764	2840	2919	3055	3147
07	S	2422	2478	2538	2598	2670	2746	2822	2899	2977	3116	3209
08	B	2336	2394	2452	2511	2591	2668	2751	2827	2907	3045	3135
08	Q	2428	2487	2549	2611	2696	2773	2863	2939	3028	3171	3265
08	S	2486	2545	2606	2670	2752	2832	2922	3002	3089	3232	3329
09	B	2408	2467	2528	2591	2671	2757	2842	2933	3020	3162	3256
09	Q	2505	2565	2629	2696	2779	2869	2957	3053	3145	3295	3395
09	S	2562	2625	2687	2752	2837	2927	3018	3115	3206	3358	3458
09.5	B	2466	2527	2589	2655	2736	2829	2917	3016	3103	3252	3350
09.5	Q	2564	2628	2694	2760	2846	2942	3038	3142	3232	3392	3493
09.5	S	2624	2686	2751	2819	2905	3004	3098	3203	3294	3458	3563
10	B	2486	2546	2610	2674	2772	2854	2949	3042	3136	3296	3396
10	Q	2585	2647	2713	2783	2883	2971	3071	3168	3267	3441	3542
10	S	2641	2706	2771	2840	2941	3031	3131	3228	3332	3506	3611
10.5	B	2565	2629	2694	2763	2863	2957	3059	3159	3262	3460	3564
10.5	Q	2667	2734	2803	2873	2981	3082	3186	3293	3403	3614	3721
10.5	S	2727	2793	2861	2932	3042	3141	3247	3356	3467	3678	3790
11	B	2574	2638	2706	2773	2867	2960	3066	3168	3266	3439	3543
11	Q	2678	2744	2813	2884	2987	3085	3195	3302	3407	3591	3698
11	S	2737	2803	2871	2942	3047	3144	3255	3364	3472	3654	3765

11.5	B	2636	2702	2771	2841	2938	3030	3134	3240	3350	3534	3640
11.5	Q	2742	2811	2882	2955	3059	3156	3264	3378	3499	3689	3800
11.5	S	2797	2866	2938	3013	3119	3218	3329	3445	3566	3761	3874
12	B	2675	2742	2811	2884	2990	3089	3204	3309	3431	3615	3723
12	Q	2784	2852	2925	3003	3114	3217	3341	3454	3580	3775	3889
12	S	2842	2911	2985	3061	3174	3279	3405	3519	3647	3843	3958
12.5	B	2738	2807	2880	2953	3062	3169	3289	3402	3513	3706	3817
12.5	Q	2848	2920	2996	3076	3190	3304	3431	3552	3668	3873	3990
12.5	S	2907	2980	3057	3136	3251	3366	3499	3618	3735	3942	4060
13	B	2773	2843	2916	2993	3103	3221	3342	3464	3594	3793	3908
13	Q	2884	2959	3036	3117	3232	3359	3490	3617	3750	3964	4083
13	S	2942	3019	3097	3177	3294	3423	3556	3682	3819	4032	4153
14	B	2886	2960	3041	3121	3240	3366	3513	3642	3780	4000	4120
14	Q	3005	3085	3167	3252	3378	3515	3668	3806	3951	4181	4307
14	S	3063	3144	3227	3315	3445	3579	3735	3872	4019	4247	4374
16	B	3130	3215	3302	3397	3549	3706	3860	4022	4182	4429	4562
16	Q	3260	3351	3447	3546	3706	3873	4035	4201	4370	4630	4769
16	S	3325	3417	3512	3613	3773	3942	4105	4269	4439	4694	4838
17	B	3269	3361	3458	3559	3723	3895	4060	4224	4396	4657	4796
17	Q	3411	3509	3611	3714	3892	4070	4241	4414	4593	4867	5015
17	S	3474	3574	3676	3781	3960	4140	4311	4482	4660	4937	5085
19	B	3616	3721	3831	3948	4149	4345	4547	4738	4935	5235	5391
19	Q	3776	3889	4006	4125	4336	4538	4753	4951	5159	5470	5634
19	S	3844	3958	4075	4194	4405	4608	4820	5020	5228	5538	5703
21	B	4031	4153	4277	4404	4631	4854	5081	5313	5534	5879	6056
21	Q	4214	4341	4468	4603	4841	5071	5311	5552	5784	6144	6330
21	S	4281	4408	4536	4672	4906	5140	5379	5620	5850	6212	6398

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE P RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, IFPE)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Agricultural Products Promoter	00815	RC-029	13
Animal and Animal Products Investigator	01072	RC-029	14
Apiary Inspector	01215	RC-029	04
Apiary Inspector (hourly)	01215	RC-029	04H
Arson Investigator I	01481	RC-029	16
Arson Investigator II	01482	RC-029	18
Arson Investigator II (Lead Worker)	01482	RC-029	19
Breath Alcohol Analysis Technician	05170	RC-029	16
Commerce Commission Police Officer I	08451	RC-029	16
Commerce Commission Police Officer II	08452	RC-029	18
Commodities Inspector	08770	RC-029	10
Drug Compliance Investigator	12778	RC-029	25
Elevator Inspector	13495	RC-029	18.5
Environmental Protection Legal Investigator I	13811	RC-029	12
Environmental Protection Legal Investigator II	13812	RC-029	14
Environmental Protection Legal Investigator	13815	RC-029	15
Explosives Inspector I	14051	RC-029	14
Explosives Inspector II	14052	RC-029	17
Fingerprint Technician	15204	RC-029	12
Fire Prevention Inspector I	15316	RC-029	15
Fire Prevention Inspector II	15317	RC-029	18
Guard I	17681	RC-029	05
Guard II	17682	RC-029	08
Guard III	17683	RC-029	11
Licensing Assistant	23568	RC-029	07
Licensing Investigator I	23571	RC-029	11
Licensing Investigator II	23572	RC-029	14
Licensing Investigator III	23573	RC-029	15
Licensing Investigator IV	23574	RC-029	17
Liquor Control Special Agent I	23751	RC-029	15
Motorist Assistance Specialist	28490	RC-029	07
Plant and Pesticide Specialist I	32501	RC-029	16

Plant and Pesticide Specialist II	32502	RC-029	18
Plumbing Inspector	32915	RC-029	19
Police Officer I	32981	RC-029	16
Police Officer II	32982	RC-029	18
Police Officer III	32983	RC-029	20
Polygraph Examiner I	33001	RC-029	18
Polygraph Examiner II	33002	RC-029	20
Polygraph Examiner III	33003	RC-029	22
Products and Standards Inspector	34603	RC-029	14
Security Officer	39870	RC-029	12
Security Officer Sergeant	39877	RC-029	13
Seed Analyst I	39951	RC-029	11
Seed Analyst II	39952	RC-029	12
Site Security Officer	41115	RC-029	08
Truck Weighing Inspector	46100	RC-029	12
Vehicle Compliance Inspector	47570	RC-029	16
Vehicle Emissions Compliance Inspector	47580	RC-029	12
Vehicle Emissions Quality Assurance Auditor	47584	RC-029	13
Vital Records Quality Control Inspector	48000	RC-029	12
Warehouse Claims Specialist	48780	RC-029	19
Warehouse Examiner	48881	RC-029	15
Warehouse Examiner Specialist	48882	RC-029	17
Well Inspector I	49421	RC-029	14
Well Inspector II	49422	RC-029	17

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Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
04	B	2293	2353	2406	2474	2528	2637	2680	2759
04H	B	13.18							
05	B	2356	2418	2481	2541	2603	2710	2756	2838
07	B	2486	2559	2632	2703	2778	2905	2956	3043
08	B	2565	2642	2724	2799	2878	3015	3068	3158
10	B	2745	2826	2920	3012	3105	3263	3323	3423

11	B	2839	2931	3036	3137	3234	3405	3471	3575
12	B	2960	3058	3172	3276	3397	3579	3647	3756
12	Q	3083	3185	3308	3420	3545	3738	3813	3926
13	B	3072	3189	3309	3430	3558	3755	3830	3945
13	Q	3200	3326	3455	3581	3713	3925	4002	4123
14	B	3208	3333	3478	3606	3743	3960	4041	4162
15	B	3354	3493	3630	3778	3918	4153	4235	4362
15	Q	3500	3646	3792	3950	4095	4340	4424	4558
16	B	3514	3669	3822	3982	4141	4385	4474	4608
16	Q	3835	3995	4159	4327	4584	4676	4770	4913
17	B	3686	3856	4020	4182	4352	4611	4704	4846
18	B	3887	4069	4253	4427	4604	4879	4976	5125
18	Q	4252	4447	4629	4812	5100	5202	5305	5464
18.5	B	3909	4108	4302	4502	4691	4886	5183	5338
19	B	4108	4302	4502	4691	4886	5183	5284	5444
19	Q	4393	4587	4769	4953	5240	5341	5446	5605
20	B	4339	4540	4756	4963	5168	5482	5591	5759
20	Q	4534	4747	4971	5185	5401	5731	5843	6019
22	B	4850	5087	5328	5574	5806	6167	6290	6479
22	Q	5069	5319	5567	5825	6069	6445	6576	6772
25	B	5481	5768	6045	6324	6610	7024	7165	7380

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Pay Grade	Pay Plan Code	S T E P S							
		1	2	3	4	5	6	7	8
04	B	2316	2377	2430	2499	2553	2663	2707	2787
04H	B	13.31							
05	B	2380	2442	2506	2566	2629	2737	2784	2866
07	B	2511	2585	2658	2730	2806	2934	2986	3073
08	B	2591	2668	2751	2827	2907	3045	3099	3190
10	B	2772	2854	2949	3042	3136	3296	3356	3457
11	B	2867	2960	3066	3168	3266	3439	3506	3611
12	B	2990	3089	3204	3309	3431	3615	3683	3794
12	Q	3114	3217	3341	3454	3580	3775	3851	3965
13	B	3103	3221	3342	3464	3594	3793	3868	3984
13	Q	3232	3359	3490	3617	3750	3964	4042	4164
14	B	3240	3366	3513	3642	3780	4000	4081	4204
15	B	3388	3528	3666	3816	3957	4195	4277	4406
15	Q	3535	3682	3830	3990	4136	4383	4468	4604
16	B	3549	3706	3860	4022	4182	4429	4519	4654
16	Q	3873	4035	4201	4370	4630	4723	4818	4962
17	B	3723	3895	4060	4224	4396	4657	4751	4894
18	B	3926	4110	4296	4471	4650	4928	5026	5176
18	Q	4295	4491	4675	4860	5151	5254	5358	5519
18.5	B	3948	4149	4345	4547	4738	4935	5235	5391

19	B	4149	4345	4547	4738	4935	5235	5337	5498
19	Q	4437	4633	4817	5003	5292	5394	5500	5661
20	B	4382	4585	4804	5013	5220	5537	5647	5817
20	Q	4579	4794	5021	5237	5455	5788	5901	6079
22	B	4899	5138	5381	5630	5864	6229	6353	6544
22	Q	5120	5372	5623	5883	6130	6509	6642	6840
25	B	5536	5826	6105	6387	6676	7094	7237	7454

Note: The Step 8 rate shall be increased by \$50 per month for those employees (non-sworn) who attain 15 years of service and have 3 or more years of creditable service on Step 8 in the same pay grade.

The Arson Investigator I, II, Commerce Commission Police Officer I, II, Police Officer I, II and III shall be placed in a longevity schedule receiving a salary increase of an additional \$50 per month upon reaching 10 years, 13 years, 15 years and 17 years of service in the same classification series; and after reaching 17 years of service in the same classification series, an increase of an additional \$75 per month shall be granted.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Q RC-033 (Meat Inspectors, IFPE)

Effective July 1, 2006

Title	S T E P S						
	1	2	3	4	5	6	7
Meat and Poultry Inspector	3145	3281	3413	3542	3679	3886	3964
Meat and Poultry Inspector Trainee	2667	2763	2869	2972	3077	3249	3311

Effective January 1, 2007

Title	S T E P S						
	1	2	3	4	5	6	7
Meat and Poultry Inspector	3176	3314	3447	3577	3716	3925	4004
Meat and Poultry Inspector Trainee	2694	2791	2898	3002	3108	3281	3344

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE R RC-042 (Residual Maintenance Workers, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Building/Grounds Laborer	05598	RC-042	01
Building/Grounds Lead I	05601	RC-042	04
Building/Grounds Lead II	05602	RC-042	05
Building/Grounds Maintenance Worker	05613	RC-042	02
Building/Grounds Supervisor	05605	RC-042	07
Intermittent Laborer (Maintenance) (Hourly)	21687	RC-042	01H
Race Track Maintainer I	37551	RC-042	03
Race Track Maintainer II	37552	RC-042	06
Refrigeration & Air Conditioning Repairer	38119	RC-042	07

**Effective July 1, 2006
Bargaining Unit: RC-042**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2457	2518	2679	2746	2839	2931	3036	3137	3234	3405	3508
01	Q	2555	2617	2785	2855	2957	3054	3163	3269	3373	3555	3661
01	S	2612	2676	2843	2913	3017	3113	3223	3331	3438	3618	3728
01H	B	15.06	15.44	16.42	16.83	17.40	17.97	18.61	19.23	19.83	20.87	21.50
01H	Q	15.66	16.04	17.07	17.50	18.13	18.72	19.39	20.04	20.68	21.79	22.44
01H	S	16.01	16.40	17.43	17.86	18.50	19.08	19.76	20.42	21.08	22.18	22.85
02	B	2631	2696	2783	2855	2960	3058	3172	3276	3397	3579	3686
02	Q	2735	2803	2896	2973	3083	3185	3308	3420	3545	3738	3850
02	S	2793	2861	2955	3031	3143	3247	3371	3484	3611	3805	3919

03	B	2669	2738	2887	2963	3072	3189	3309	3430	3558	3755	3869
03	Q	2777	2847	3006	3086	3200	3326	3455	3581	3713	3925	4043
03	S	2835	2905	3066	3146	3261	3389	3521	3646	3781	3992	4112
04	B	2685	2752	2887	2963	3072	3189	3309	3430	3558	3755	3869
04	Q	2792	2862	3006	3086	3200	3326	3455	3581	3713	3925	4043
04	S	2849	2920	3066	3146	3261	3389	3521	3646	3781	3992	4112
05	B	2868	2943	3128	3213	3354	3493	3630	3778	3918	4153	4279
05	Q	2987	3065	3260	3351	3500	3646	3792	3950	4095	4340	4470
05	S	3047	3125	3323	3415	3565	3709	3860	4016	4160	4407	4538
06	B	2957	3034	3128	3213	3354	3493	3630	3778	3918	4153	4279
06	Q	3080	3161	3260	3351	3500	3646	3792	3950	4095	4340	4470
06	S	3139	3221	3323	3415	3565	3709	3860	4016	4160	4407	4538
07	B	2991	3071	3128	3213	3354	3493	3630	3778	3918	4153	4279
07	Q	3116	3199	3260	3351	3500	3646	3792	3950	4095	4340	4470
07	S	3175	3260	3323	3415	3565	3709	3860	4016	4160	4407	4538

Effective January 1, 2007
Bargaining Unit: RC-042

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
01	B	2482	2543	2706	2773	2867	2960	3066	3168	3266	3439	3543
01	Q	2581	2643	2813	2884	2987	3085	3195	3302	3407	3591	3698
01	S	2638	2703	2871	2942	3047	3144	3255	3364	3472	3654	3765
01H	B	15.22	15.59	16.59	17.00	17.58	18.15	18.80	19.42	20.02	21.08	21.72
01H	Q	15.82	16.20	17.24	17.68	18.31	18.91	19.59	20.24	20.89	22.01	22.67
01H	S	16.17	16.57	17.60	18.04	18.68	19.27	19.95	20.62	21.28	22.40	23.08

02	B	2657	2723	2811	2884	2990	3089	3204	3309	3431	3615	3723
02	Q	2762	2831	2925	3003	3114	3217	3341	3454	3580	3775	3889
02	S	2821	2890	2985	3061	3174	3279	3405	3519	3647	3843	3958
03	B	2696	2765	2916	2993	3103	3221	3342	3464	3594	3793	3908
03	Q	2805	2875	3036	3117	3232	3359	3490	3617	3750	3964	4083
03	S	2863	2934	3097	3177	3294	3423	3556	3682	3819	4032	4153
04	B	2712	2780	2916	2993	3103	3221	3342	3464	3594	3793	3908
04	Q	2820	2891	3036	3117	3232	3359	3490	3617	3750	3964	4083
04	S	2877	2949	3097	3177	3294	3423	3556	3682	3819	4032	4153
05	B	2897	2972	3159	3245	3388	3528	3666	3816	3957	4195	4322
05	Q	3017	3096	3293	3385	3535	3682	3830	3990	4136	4383	4515
05	S	3077	3156	3356	3449	3601	3746	3899	4056	4202	4451	4583
06	B	2987	3064	3159	3245	3388	3528	3666	3816	3957	4195	4322
06	Q	3111	3193	3293	3385	3535	3682	3830	3990	4136	4383	4515
06	S	3170	3253	3356	3449	3601	3746	3899	4056	4202	4451	4583
07	B	3021	3102	3159	3245	3388	3528	3666	3816	3957	4195	4322
07	Q	3147	3231	3293	3385	3535	3682	3830	3990	4136	4383	4515
07	S	3207	3293	3356	3449	3601	3746	3899	4056	4202	4451	4583

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE S HR-012 (Fair Employment Practices Employees, SEIU) (Repealed)

(Source: Repealed by peremptory rulemaking at 25 Ill. Reg. 8009, effective June 14, 2001)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE T HR-010 (Teachers of Deaf, IFT)****Effective August 16, 2006**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>			<u>Pay Plan Code</u>				
Educator	13100	HR-010			N				
S T E P S									
Lane Educational Level		1	2	3	4	5	6	7	8
1	BA	2657	2804	2956	3104	3263	3415	3746	3858
2	BA + 8 Hours	2742	2889	3048	3206	3371	3531	3869	3985
3	BA + 16 Hours	2813	2978	3145	3309	3468	3642	3994	4114
4	BA + 24 Hours	2891	3066	3238	3409	3585	3756	4123	4246
5	MA	2980	3153	3330	3511	3693	3867	4245	4372
6	MA + 16 Hours	3050	3226	3404	3584	3769	3944	4326	4457
7	MA + 32 Hours	3144	3319	3499	3681	3866	4043	4432	4565

Effective January 1, 2007

S T E P S									
Lane Educational Level		1	2	3	4	5	6	7	8
1	BA	2684	2832	2986	3135	3296	3449	3783	3897
2	BA + 8 Hours	2769	2918	3078	3238	3405	3566	3908	4025
3	BA + 16 Hours	2841	3008	3176	3342	3503	3678	4034	4155
4	BA + 24 Hours	2920	3097	3270	3443	3621	3794	4164	4288
5	MA	3010	3185	3363	3546	3730	3906	4287	4416
6	MA + 16 Hours	3081	3258	3438	3620	3807	3983	4369	4502
7	MA + 32 Hours	3175	3352	3534	3718	3905	4083	4476	4611

NOTE: Bilingual Pay – For positions for which job descriptions require the use of sign language, or which require the employee to be bilingual, bilingual pay is paid on a percentage scale based on the sign communication proficiency interview (SCPI) test. An employee is paid the following percentage of the employee's monthly base salary depending on the skill level that the employee achieved on the SCPI test and paid monthly as bilingual pay in addition to the base salary:

1%	Survival
2%	Survival Plus
3%	Intermediate
4%	Intermediate Plus
5%	Advanced

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE U HR-010 (Teachers of Deaf, Extracurricular Paid Activities)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Plan Code</u>
Educator	13100	HR-010	N

Extracurricular Activities Pay Schedule Effective August 16, 2006

<u>Classification I</u>	<u>Per Year</u>
High School Head Coaches:	
Basketball – Boys	2936
Basketball – Girls	2936
Football	2936
Track – Boys	2936
Track – Girls	2936
Volleyball	2936
Wrestling	2936
Other Activities:	
Junior Class Sponsors	2936
Senior Class Sponsors	2936

Classification II**Per Year****High School Assistant Coaches:**

Basketball – Boys	1853
Basketball – Girls	1853
Football	1853
Track – Boys	1853
Track – Girls	1853
Volleyball	1853
Wrestling	1853

Junior High School Head Coaches:

7 th Grade Basketball – Boys	1853
8 th Grade Basketball – Boys	1853
7 th Grade Basketball – Girls	1853
8 th Grade Basketball – Girls	1853
Track – Boys	1853
Track – Girls	1853
Volleyball	1853
Wrestling	1853
Football	1853

Cheerleading Sponsor:

High School Basketball	1853
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Classification III **Per Year****High School Assistant Coaches:**

Track – Boys	1168
Track – Girls	1168

Junior High School Assistant Coaches:

Track – Boys	1168
Track – Girls	1168
Volleyball	1168
Wrestling	1168

Cheerleading Sponsors:

Football Cheerleading Sponsor	1168
Jr. High School Cheerleading Sponsor	1168

Other Activities:

High School Lunchroom Supervisors	1168
Jr. High School Lunchroom Supervisors	1168

Classification V **Per Year****Special Olympics Coaches:**

Volleyball	684
Basketball	684
Student Body Government	684

Scorekeepers and Timers **Per Event**

Basketball Scorer	40
Basketball Timer	40
Football Scorer	40
Football Timer	40
Wrestling Scorer	40
Wrestling Timer	40
Volleyball Scorer	34
Volleyball Timer	34
Ticket Sellers	29
Football Chain Crew	24

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE V CU-500 (Corrections Meet and Confer Employees)**

Effective July 1, 2006
Bargaining Unit: CU-500

Title	Title Code	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
Correctional Casework Supervisor	09655	Q	4020	4139	4261	4386	4601	4814	5040	5254	5468	5796	5972
Correctional Casework Supervisor	09655	S	4086	4202	4327	4453	4670	4884	5108	5323	5535	5865	6040
Correctional Lieutenant	09673	Q	3809	3920	4037	4154	4363	4563	4774	4971	5178	5485	5650
Correctional Lieutenant	09673	S	3875	3985	4102	4221	4427	4630	4841	5038	5244	5553	5720
Corrections Clerk III	09773	Q	3293	3385	3480	3579	3737	3904	4066	4228	4399	4649	4791
Corrections Clerk III	09773	S	3355	3448	3544	3643	3803	3969	4131	4294	4465	4718	4857
Corrections Food Service Supervisor III	09795	Q	3617	3720	3831	3943	4132	4321	4513	4696	4883	5168	5323
Corrections Food Service Supervisor III	09795	S	3682	3788	3899	4011	4198	4388	4580	4763	4948	5237	5392
Corrections Identification Supervisor	09800	Q	3443	3540	3641	3746	3922	4100	4269	4442	4619	4890	5037
Corrections Identification Supervisor	09800	S	3507	3606	3705	3814	3989	4165	4336	4508	4683	4956	5105
Corrections Industry Supervisor	09807	Q	3617	3720	3831	3943	4132	4321	4513	4696	4883	5168	5323
Corrections Industry Supervisor	09807	S	3682	3788	3899	4011	4198	4388	4580	4763	4948	5237	5392
Corrections Laundry Manager II	09809	Q	3443	3540	3641	3746	3922	4100	4269	4442	4619	4890	5037
Corrections Laundry Manager II	09809	S	3507	3606	3705	3814	3989	4165	4336	4508	4683	4956	5105

Corrections Maintenance Supervisor	09822	Q	3293	3385	3480	3579	3737	3904	4066	4228	4399	4649	4791
Corrections Maintenance Supervisor	09822	S	3355	3448	3544	3643	3803	3969	4131	4294	4465	4718	4857
Corrections Residence Counselor II	09838	Q	3443	3540	3641	3746	3922	4100	4269	4442	4619	4890	5037
Corrections Supply Supervisor III	09863	Q	3617	3720	3831	3943	4132	4321	4513	4696	4883	5168	5323
Corrections Supply Supervisor III	09863	S	3682	3788	3899	4011	4198	4388	4580	4763	4948	5237	5392
Property and Supply Clerk III	34793	Q	2464	2522	2583	2645	2727	2808	2895	2974	3060	3201	3298
Storekeeper III	43053	Q	2914	2990	3067	3148	3264	3391	3523	3647	3782	3993	4113
Youth Supervisor IV	49914	Q	3809	3920	4037	4154	4363	4563	4774	4971	5178	5485	5650
Youth Supervisor IV	49914	S	3875	3985	4102	4221	4427	4630	4841	5038	5244	5553	5720

Effective January 1, 2007
Bargaining Unit: CU-500

Title	Title Code	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
Correctional Casework Supervisor	09655	Q	4060	4180	4304	4430	4647	4862	5090	5307	5523	5854	6032
Correctional Casework Supervisor	09655	S	4127	4244	4370	4498	4717	4933	5159	5376	5590	5924	6100
Correctional Lieutenant	09673	Q	3847	3959	4077	4196	4407	4609	4822	5021	5230	5540	5707
Correctional Lieutenant	09673	S	3914	4025	4143	4263	4471	4676	4889	5088	5296	5609	5777
Corrections Clerk III	09773	Q	3326	3419	3515	3615	3774	3943	4107	4270	4443	4695	4839
Corrections Clerk III	09773	S	3389	3482	3579	3679	3841	4009	4172	4337	4510	4765	4906

Corrections													
Food Service													
Supervisor III	09795	Q	3653	3757	3869	3982	4173	4364	4558	4743	4932	5220	5376
Corrections													
Food Service													
Supervisor III	09795	S	3719	3826	3938	4051	4240	4432	4626	4811	4997	5289	5446
Corrections													
Identification													
Supervisor	09800	Q	3477	3575	3677	3783	3961	4141	4312	4486	4665	4939	5087
Corrections													
Identification													
Supervisor	09800	S	3542	3642	3742	3852	4029	4207	4379	4553	4730	5006	5156
Corrections													
Industry													
Supervisor	09807	Q	3653	3757	3869	3982	4173	4364	4558	4743	4932	5220	5376
Corrections													
Industry													
Supervisor	09807	S	3719	3826	3938	4051	4240	4432	4626	4811	4997	5289	5446
Corrections													
Laundry													
Manager II	09809	Q	3477	3575	3677	3783	3961	4141	4312	4486	4665	4939	5087
Corrections													
Laundry													
Manager II	09809	S	3542	3642	3742	3852	4029	4207	4379	4553	4730	5006	5156
Corrections													
Maintenance													
Supervisor	09822	Q	3326	3419	3515	3615	3774	3943	4107	4270	4443	4695	4839
Corrections													
Maintenance													
Supervisor	09822	S	3389	3482	3579	3679	3841	4009	4172	4337	4510	4765	4906
Corrections													
Residence													
Counselor II	09838	Q	3477	3575	3677	3783	3961	4141	4312	4486	4665	4939	5087
Corrections													
Supply													
Supervisor III	09863	Q	3653	3757	3869	3982	4173	4364	4558	4743	4932	5220	5376
Corrections													
Supply													
Supervisor III	09863	S	3719	3826	3938	4051	4240	4432	4626	4811	4997	5289	5446
Property and													
Supply Clerk													
III	34793	Q	2489	2547	2609	2671	2754	2836	2924	3004	3091	3233	3331
Storekeeper III	43053	Q	2943	3020	3098	3179	3297	3425	3558	3683	3820	4033	4154
Youth													
Supervisor													
IV	49914	Q	3847	3959	4077	4196	4407	4609	4822	5021	5230	5540	5707
Youth													
Supervisor													
IV	49914	S	3914	4025	4143	4263	4471	4676	4889	5088	5296	5609	5777

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE W RC-062 (Technical Employees, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Accountant	00130	RC-062	14
Accountant Advanced	00133	RC-062	16
Accounting and Fiscal Administration Career Trainee	00140	RC-062	12
Activity Therapist	00157	RC-062	15
Activity Therapist Coordinator	00160	RC-062	17
Actuarial Assistant	00187	RC-062	16
Actuarial Examiner	00195	RC-062	16
Actuarial Examiner Trainee	00196	RC-062	13
Actuarial Senior Examiner	00197	RC-062	19
Actuary I	00201	RC-062	20
Actuary II	00202	RC-062	24
Agricultural Market News Assistant	00804	RC-062	12
Agricultural Marketing Generalist	00805	RC-062	14
Agricultural Marketing Reporter	00807	RC-062	18
Agricultural Marketing Representative	00810	RC-062	18
Agriculture Land and Water Resource Specialist I	00831	RC-062	14
Agriculture Land and Water Resource Specialist II	00832	RC-062	17
Agriculture Land and Water Resource Specialist III	00833	RC-062	20
Aircraft Pilot I	00955	RC-062	19
Aircraft Pilot II	00956	RC-062	22
Aircraft Pilot II – Dual Rating	00957	RC-062	23
Appraisal Specialist I	01251	RC-062	14
Appraisal Specialist II	01252	RC-062	16
Appraisal Specialist III	01253	RC-062	18
Arts Council Associate	01523	RC-062	12
Arts Council Program Coordinator	01526	RC-062	18
Arts Council Program Representative	01527	RC-062	15
Assignment Coordinator	01530	RC-062	20
Bank Examiner I	04131	RC-062	16
Bank Examiner II	04132	RC-062	19
Bank Examiner III	04133	RC-062	22
Behavioral Analyst Associate	04355	RC-062	15
Behavioral Analyst I	04351	RC-062	17
Behavioral Analyst II	04352	RC-062	19
Business Administrative Specialist	05810	RC-062	16
Buyer	05900	RC-062	18

Capital Development Board Account Technician	06515	RC-062	11
Capital Development Board Art in Architecture Technician	06533	RC-062	12
Capital Development Board Construction Support Analyst	06520	RC-062	11
Capital Development Board Project Technician	06530	RC-062	12
Chemist I	06941	RC-062	16
Chemist II	06942	RC-062	19
Chemist III	06943	RC-062	21
Child Protection Advanced Specialist	07161	RC-062	19
Child Protection Associate Specialist	07162	RC-062	16
Child Protection Specialist	07163	RC-062	18
Child Welfare Associate Specialist	07216	RC-062	16
Child Welfare Staff Development Coordinator I	07201	RC-062	17
Child Welfare Staff Development Coordinator II	07202	RC-062	19
Child Welfare Staff Development Coordinator III	07203	RC-062	20
Child Welfare Staff Development Coordinator IV	07204	RC-062	22
Children and Family Service Intern – Option I	07241	RC-062	12
Children and Family Service Intern – Option II	07242	RC-062	15
Clinical Laboratory Technologist I	08220	RC-062	18
Clinical Laboratory Technologist II	08221	RC-062	19
Clinical Laboratory Technologist Trainee	08229	RC-062	14
Communications Systems Specialist	08860	RC-062	23
Community Management Specialist I	08891	RC-062	15
Community Management Specialist II	08892	RC-062	17
Community Management Specialist III	08893	RC-062	19
Community Planner I	08901	RC-062	15
Community Planner II	08902	RC-062	17
Community Planner III	08903	RC-062	19
Conservation Education Representative	09300	RC-062	12
Conservation Grant Administrator I	09311	RC-062	18
Conservation Grant Administrator II	09312	RC-062	20
Conservation Grant Administrator III	09313	RC-062	22
Construction Program Assistant	09525	RC-062	12
Correctional Counselor I	09661	RC-062	15
Correctional Counselor II	09662	RC-062	17
Correctional Counselor III	09663	RC-062	19
Corrections Academy Trainer	09732	RC-062	17
Corrections Apprehension Specialist	09750	RC-062	19
Corrections Industries Marketing Representative	09803	RC-062	17
Corrections Leisure Activities Specialist I	09811	RC-062	15
Corrections Leisure Activities Specialist II	09812	RC-062	17
Corrections Leisure Activities Specialist III	09813	RC-062	19

Corrections Parole Agent	09842	RC-062	17
Corrections Senior Parole Agent	09844	RC-062	19
Criminal Intelligence Analyst I	10161	RC-062	18
Criminal Intelligence Analyst II	10162	RC-062	20
Criminal Intelligence Analyst Specialist	10165	RC-062	22
Criminal Justice Specialist I	10231	RC-062	16
Criminal Justice Specialist II	10232	RC-062	20
Criminal Justice Specialist Trainee	10236	RC-062	13
Curator of the Lincoln Collection	10750	RC-062	16
Day Care Licensing Representative I	11471	RC-062	16
Developmental Disabilities Council Program Planner I	12361	RC-062	12
Developmental Disabilities Council Program Planner II	12362	RC-062	16
Developmental Disabilities Council Program Planner III	12363	RC-062	18
Dietitian	12510	RC-062	15
Disability Appeals Officer	12530	RC-062	22
Disability Claims Adjudicator I	12537	RC-062	16
Disability Claims Adjudicator II	12538	RC-062	18
Disability Claims Adjudicator Trainee	12539	RC-062	13
Disability Claims Analyst	12540	RC-062	21
Disability Claims Specialist	12558	RC-062	19
Disaster Services Planner	12585	RC-062	19
Document Examiner	12640	RC-062	22
Educator – Provisional	13105	RC-062	12
Employment Security Manpower Representative I	13621	RC-062	12
Employment Security Manpower Representative II	13622	RC-062	14
Employment Security Program Representative	13650	RC-062	14
Employment Security Program Representative – Intermittent	13651	RC-062	14H
Employment Security Service Representative	13667	RC-062	16
Employment Security Specialist I	13671	RC-062	14
Employment Security Specialist II	13672	RC-062	16
Employment Security Specialist III	13673	RC-062	19
Employment Security Tax Auditor I	13681	RC-062	17
Employment Security Tax Auditor II	13682	RC-062	19
Energy and Natural Resources Specialist I	13711	RC-062	15
Energy and Natural Resources Specialist II	13712	RC-062	17
Energy and Natural Resources Specialist III	13713	RC-062	19
Energy and Natural Resources Specialist Trainee	13715	RC-062	12
Environmental Health Specialist I	13768	RC-062	14
Environmental Health Specialist II	13769	RC-062	16

Environmental Health Specialist III	13770	RC-062	18
Environmental Protection Associate	13785	RC-062	12
Environmental Protection Specialist I	13821	RC-062	14
Environmental Protection Specialist II	13822	RC-062	16
Environmental Protection Specialist III	13823	RC-062	18
Environmental Protection Specialist IV	13824	RC-062	22
Equal Pay Specialist	13837	RC-062	17
Financial Institutions Examiner I	14971	RC-062	16
Financial Institutions Examiner II	14972	RC-062	19
Financial Institutions Examiner III	14973	RC-062	22
Financial Institutions Examiner Trainee	14978	RC-062	13
Flight Safety Coordinator	15640	RC-062	22
Forensic Scientist I	15891	RC-062	18
Forensic Scientist II	15892	RC-062	20
Forensic Scientist III	15893	RC-062	22
Forensic Scientist Trainee	15897	RC-062	15
Guardianship Representative	17710	RC-062	17
Habilitation Program Coordinator	17960	RC-062	17
Handicapped Services Representative I	17981	RC-062	11
Health Facilities Surveyor I	18011	RC-062	16
Health Facilities Surveyor II	18012	RC-062	19
Health Facilities Surveyor III	18013	RC-062	20
Health Services Investigator I – Opt. A	18181	RC-062	19
Health Services Investigator I – Opt. B	18182	RC-062	20
Health Services Investigator II – Opt. A	18185	RC-062	22
Health Services Investigator II – Opt. B	18186	RC-062	22
Health Services Investigator II – Opt. C	18187	RC-062	25
Health Services Investigator II – Opt. D	18188	RC-062	25
Historical Documents Conservator I	18981	RC-062	13
Historical Exhibits Designer	18985	RC-062	15
Historical Research Editor II	19002	RC-062	14
Human Relations Representative	19670	RC-062	16
Human Rights Investigator I	19774	RC-062	16
Human Rights Investigator II	19775	RC-062	18
Human Rights Investigator III	19776	RC-062	19
Human Rights Specialist I	19778	RC-062	14
Human Rights Specialist II	19779	RC-062	16
Human Rights Specialist III	19780	RC-062	18
Human Services Caseworker	19785	RC-062	16
Human Services Grants Coordinator I	19791	RC-062	14
Human Services Grants Coordinator II	19792	RC-062	17
Human Services Grants Coordinator III	19793	RC-062	20
Human Services Grants Coordinator Trainee	19796	RC-062	12

Human Services Sign Language Interpreter	19810	RC-062	16
Iconographer	19880	RC-062	12
Industrial and Community Development Representative I	21051	RC-062	17
Industrial and Community Development Representative II	21052	RC-062	19
Industrial Services Consultant I	21121	RC-062	14
Industrial Services Consultant II	21122	RC-062	16
Industrial Services Consultant Trainee	21125	RC-062	11
Industrial Services Hygienist	21127	RC-062	19
Industrial Services Hygienist Technician	21130	RC-062	16
Industrial Services Hygienist Trainee	21133	RC-062	12
Information Technology/Communication Systems Specialist I	21216	RC-062	19
Information Technology/Communication Systems Specialist II	21217	RC-062	24
Instrument Designer	21500	RC-062	18
Insurance Analyst III	21563	RC-062	14
Insurance Analyst IV	21564	RC-062	16
Insurance Company Claims Examiner II	21602	RC-062	19
Insurance Company Field Staff Examiner	21608	RC-062	16
Insurance Company Financial Examiner Trainee	21610	RC-062	13
Insurance Performance Examiner I	21671	RC-062	14
Insurance Performance Examiner II	21672	RC-062	17
Insurance Performance Examiner III	21673	RC-062	20
Intermittent Unemployment Insurance Representative	21689	RC-062	12H
Internal Auditor I	21721	RC-062	17
Labor Conciliator	22750	RC-062	20
Laboratory Equipment Specialist	22990	RC-062	18
Laboratory Quality Specialist I	23021	RC-062	19
Laboratory Quality Specialist II	23022	RC-062	21
Laboratory Research Specialist I	23027	RC-062	19
Laboratory Research Specialist II	23028	RC-062	21
Land Acquisition Agent I	23091	RC-062	15
Land Acquisition Agent II	23092	RC-062	18
Land Acquisition Agent III	23093	RC-062	21
Land Reclamation Specialist I	23131	RC-062	14
Land Reclamation Specialist II	23132	RC-062	17
Liability Claims Adjuster I	23371	RC-062	14
Liability Claims Adjuster II	23372	RC-062	18
Library Associate	23430	RC-062	12
Life Sciences Career Trainee	23600	RC-062	12

Liquor Control Special Agent II	23752	RC-062	15
Local Historical Services Representative	24000	RC-062	17
Local Housing Advisor I	24031	RC-062	14
Local Housing Advisor II	24032	RC-062	16
Local Housing Advisor III	24033	RC-062	18
Local Revenue and Fiscal Advisor I	24101	RC-062	15
Local Revenue and Fiscal Advisor II	24102	RC-062	17
Local Revenue and Fiscal Advisor III	24103	RC-062	19
Lottery Sales Representative	24515	RC-062	16
Management Operations Analyst I	25541	RC-062	18
Management Operations Analyst II	25542	RC-062	20
Manpower Planner I	25591	RC-062	14
Manpower Planner II	25592	RC-062	17
Manpower Planner III	25593	RC-062	20
Manpower Planner Trainee	25597	RC-062	12
Medical Assistance Consultant I	26501	RC-062	13
Medical Assistance Consultant II	26502	RC-062	16
Medical Assistance Consultant III	26503	RC-062	19
Mental Health Specialist I	26924	RC-062	12
Mental Health Specialist II	26925	RC-062	14
Mental Health Specialist III	26926	RC-062	16
Mental Health Specialist Trainee	26928	RC-062	11
Meteorologist	27120	RC-062	18
Methods and Procedures Advisor I	27131	RC-062	14
Methods and Procedures Advisor II	27132	RC-062	16
Methods and Procedures Advisor III	27133	RC-062	20
Methods and Procedures Career Associate I	27135	RC-062	11
Methods and Procedures Career Associate II	27136	RC-062	12
Methods and Procedures Career Associate Trainee	27137	RC-062	09
Metrologist Associate	27146	RC-062	15
Microbiologist I	27151	RC-062	16
Microbiologist II	27152	RC-062	19
Natural Resources Advanced Specialist	28833	RC-062	20
Natural Resources Coordinator	28831	RC-062	15
Natural Resources Specialist	28832	RC-062	18
Oral Health Consultant	30317	RC-062	18
Paralegal Assistant	30860	RC-062	14
Police Training Specialist	32990	RC-062	17
Program Integrity Auditor I	34631	RC-062	16
Program Integrity Auditor II	34632	RC-062	19
Program Integrity Auditor Trainee	34635	RC-062	12
Property Consultant	34900	RC-062	15
Property Tax Analyst I	34921	RC-062	12

Property Tax Analyst II	34922	RC-062	14
Public Aid Appeals Advisor	35750	RC-062	18
Public Aid Family Support Specialist I	35841	RC-062	17
Public Aid Investigator	35870	RC-062	19
Public Aid Investigator Trainee	35874	RC-062	14
Public Aid Lead Casework Specialist	35880	RC-062	17
Public Aid Program Quality Analyst	35890	RC-062	19
Public Aid Quality Control Reviewer	35892	RC-062	17
Public Aid Staff Development Specialist I	36071	RC-062	15
Public Aid Staff Development Specialist II	36072	RC-062	17
Public Health Educator Associate	36434	RC-062	14
Public Health Program Specialist I	36611	RC-062	14
Public Health Program Specialist II	36612	RC-062	16
Public Health Program Specialist III	36613	RC-062	19
Public Health Program Specialist Trainee	36615	RC-062	12
Public Information Officer I	37001	RC-062	12
Public Information Officer II	37002	RC-062	14
Public Information Officer III	37003	RC-062	19
Public Information Officer IV	37004	RC-062	21
Public Safety Inspector	37007	RC-062	16
Public Safety Inspector Trainee	37010	RC-062	10
Railroad Safety Specialist I	37601	RC-062	19
Railroad Safety Specialist II	37602	RC-062	21
Railroad Safety Specialist III	37603	RC-062	23
Railroad Safety Specialist IV	37604	RC-062	25
Real Estate Investigator	37730	RC-062	19
Real Estate Professions Examiner	37760	RC-062	22
Recreation Worker I	38001	RC-062	12
Recreation Worker II	38002	RC-062	14
Rehabilitation Counselor	38145	RC-062	17
Rehabilitation Counselor Senior	38158	RC-062	19
Rehabilitation Counselor Trainee	38159	RC-062	15
Rehabilitation Services Advisor I	38176	RC-062	20
Rehabilitation Workshop Supervisor I	38194	RC-062	12
Rehabilitation Workshop Supervisor II	38195	RC-062	14
Reimbursement Officer I	38199	RC-062	14
Reimbursement Officer II	38200	RC-062	16
Research Economist I	38207	RC-062	18
Research Scientist I	38231	RC-062	13
Research Scientist II	38232	RC-062	16
Research Scientist III	38233	RC-062	20
Resource Planner I	38281	RC-062	17
Resource Planner II	38282	RC-062	19

Resource Planner III	38283	RC-062	22
Retirement System Disability Specialist	38310	RC-062	19
Revenue Auditor I (IL)	38371	RC-062	16
Revenue Auditor I (states other than IL, CA or NJ)	38371	RC-062	19
Revenue Auditor I (CA or NJ)	38371	RC-062	21
Revenue Auditor II (IL)	38372	RC-062	19
Revenue Auditor II (states other than IL, CA or NJ)	38372	RC-062	22
Revenue Auditor II (CA or NJ)	38372	RC-062	24
Revenue Auditor III (IL)	38373	RC-062	22
Revenue Auditor III (states other than IL, CA or NJ)	38373	RC-062	24
Revenue Auditor III (CA or NJ)	38373	RC-062	26
Revenue Auditor Trainee (IL)	38375	RC-062	12
Revenue Auditor Trainee (states other than IL, CA or NJ)	38375	RC-062	13
Revenue Auditor Trainee (CA or NJ)	38375	RC-062	15
Revenue Collection Officer I	38401	RC-062	15
Revenue Collection Officer II	38402	RC-062	17
Revenue Collection Officer III	38403	RC-062	19
Revenue Collection Officer Trainee	38405	RC-062	12
Revenue Computer Audit Specialist (IL)	38425	RC-062	23
Revenue Computer Audit Specialist (states other than IL, CA or NJ)	38425	RC-062	25
Revenue Computer Audit Specialist (CA or NJ)	38425	RC-062	27
Revenue Senior Special Agent	38557	RC-062	23
Revenue Special Agent	38558	RC-062	19
Revenue Special Agent Trainee	38565	RC-062	14
Revenue Tax Specialist I	38571	RC-062	12
Revenue Tax Specialist II	38572	RC-062	14
Revenue Tax Specialist III	38573	RC-062	17
Revenue Tax Specialist Trainee	38575	RC-062	10
Site Assistant Superintendent I	41071	RC-062	15
Site Assistant Superintendent II	41072	RC-062	17
Site Interpretive Coordinator	41093	RC-062	13
Site Services Specialist I	41117	RC-062	15
Site Services Specialist II	41118	RC-062	17
Social Service Consultant I	41301	RC-062	18
Social Service Consultant II	41302	RC-062	19
Social Service Program Planner I	41311	RC-062	15
Social Service Program Planner II	41312	RC-062	17
Social Service Program Planner III	41313	RC-062	20
Social Service Program Planner IV	41314	RC-062	22
Social Services Career Trainee	41320	RC-062	12

Social Worker I	41411	RC-062	16
Staff Development Specialist I	41771	RC-062	18
Staff Development Technician I	41781	RC-062	12
State Mine Inspector	42230	RC-062	19
State Police Field Specialist I	42001	RC-062	18
State Police Field Specialist II	42002	RC-062	20
Statistical Research Specialist I	42741	RC-062	12
Statistical Research Specialist II	42742	RC-062	14
Statistical Research Specialist III	42743	RC-062	17
Storage Tank Safety Specialist	43005	RC-062	18
Telecommunications Specialist	45295	RC-062	15
Telecommunications Systems Analyst	45308	RC-062	17
Telecommunications Systems Technician I	45312	RC-062	10
Telecommunications Systems Technician II	45313	RC-062	13
Terrorism Research Specialist I	45371	RC-062	18
Terrorism Research Specialist II	45372	RC-062	20
Terrorism Research Specialist III	45373	RC-062	22
Terrorism Research Specialist Trainee	45375	RC-062	14
Unemployment Insurance Adjudicator I	47001	RC-062	11
Unemployment Insurance Adjudicator II	47002	RC-062	13
Unemployment Insurance Adjudicator III	47003	RC-062	15
Unemployment Insurance Revenue Analyst I	47081	RC-062	15
Unemployment Insurance Revenue Analyst II	47082	RC-062	17
Unemployment Insurance Revenue Specialist	47087	RC-062	13
Unemployment Insurance Special Agent	47096	RC-062	18
Veterans Educational Specialist I	47681	RC-062	15
Veterans Educational Specialist II	47682	RC-062	17
Veterans Educational Specialist III	47683	RC-062	21
Veterans Employment Representative I	47701	RC-062	14
Veterans Employment Representative II	47702	RC-062	16
Volunteer Services Coordinator I	48481	RC-062	13
Volunteer Services Coordinator II	48482	RC-062	16
Volunteer Services Coordinator III	48483	RC-062	18
Wage Claims Specialist	48770	RC-062	09
Weatherization Specialist I	49101	RC-062	14
Weatherization Specialist II	49102	RC-062	17
Weatherization Specialist III	49103	RC-062	20
Weatherization Specialist Trainee	49105	RC-062	12

For the Revenue Auditor I, II and III and Revenue Auditor Trainee position classification titles only – The pay grade assigned to the employee is based on the location of the position and the residence held by the employee. In the same position classification, the employee holding a position and residence outside the boundaries of the State of Illinois is assigned to a different pay grade than the pay grade assigned to the employee holding a position within the boundaries of the State of Illinois. The pay grade assigned to the employee holding a position located within the boundaries of the State of Illinois is the pay grade with the (IL) indication next to the position classification. The pay grade assigned to the employee holding the position located outside the boundaries of the State of Illinois is determined by the location of the employee's residence (e.g., IL, CA or NJ or a state other than IL, CA or NJ). If the employee's residence moves to another state while the employee is in the same position located outside the boundaries of the State of Illinois, or moves into another position located outside the boundaries of the State of Illinois in the same position classification, the base salary may change depending on the location of the employee's new residence. If the employee remains in the position located outside the boundaries of the State of Illinois and moves residence from or into the boundaries of the State of Illinois, the base salary will change. In all cases, change in base salary shall be on a step for step basis (e.g., if the original base salary was on Step 5 in one pay grade, the new base salary will also be on Step 5 of the newly appropriate pay grade).

Effective July 1, 2006
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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
09	B	2384	2443	2503	2565	2645	2730	2814	2904	2990	3131	3224
09	Q	2480	2540	2603	2669	2751	2841	2928	3023	3114	3262	3361
09	S	2537	2599	2660	2725	2809	2898	2988	3084	3174	3325	3424
10	B	2461	2521	2584	2648	2745	2826	2920	3012	3105	3263	3362
10	Q	2559	2621	2686	2755	2854	2942	3041	3137	3235	3407	3507
10	S	2615	2679	2744	2812	2912	3001	3100	3196	3299	3471	3575
11	B	2549	2612	2679	2746	2839	2931	3036	3137	3234	3405	3508
11	Q	2651	2717	2785	2855	2957	3054	3163	3269	3373	3555	3661
11	S	2710	2775	2843	2913	3017	3113	3223	3331	3438	3618	3728
12	B	2649	2715	2783	2855	2960	3058	3172	3276	3397	3579	3686
12	Q	2756	2824	2896	2973	3083	3185	3308	3420	3545	3738	3850
12	S	2814	2882	2955	3031	3143	3247	3371	3484	3611	3805	3919

12H	B	16.30	16.71	17.13	17.57	18.22	18.82	19.52	20.16	20.90	22.02	22.68
12H	Q	16.96	17.38	17.82	18.30	18.97	19.60	20.36	21.05	21.82	23.00	23.69
<u>12H</u>	<u>S</u>	<u>17.32</u>	<u>17.74</u>	<u>18.18</u>	<u>18.65</u>	<u>19.34</u>	<u>19.98</u>	<u>20.74</u>	<u>21.44</u>	<u>22.22</u>	<u>23.42</u>	<u>24.12</u>
13	B	2746	2815	2887	2963	3072	3189	3309	3430	3558	3755	3869
13	Q	2855	2930	3006	3086	3200	3326	3455	3581	3713	3925	4043
13	S	2913	2989	3066	3146	3261	3389	3521	3646	3781	3992	4112
14	B	2857	2931	3011	3090	3208	3333	3478	3606	3743	3960	4079
14	Q	2975	3054	3136	3220	3345	3480	3632	3768	3912	4140	4264
14	S	3033	3113	3195	3282	3411	3544	3698	3834	3979	4205	4331
14H	B	17.58	18.04	18.53	19.02	19.74	20.51	21.40	22.19	23.03	24.37	25.10
14H	Q	18.31	18.79	19.30	19.82	20.58	21.42	22.35	23.19	24.07	25.48	26.24
14H	S	18.66	19.16	19.66	20.20	20.99	21.81	22.76	23.59	24.49	25.88	26.65
15	B	2967	3046	3128	3213	3354	3493	3630	3778	3918	4153	4279
15	Q	3091	3173	3260	3351	3500	3646	3792	3950	4095	4340	4470
15	S	3151	3232	3323	3415	3565	3709	3860	4016	4160	4407	4538
16	B	3099	3183	3269	3363	3514	3669	3822	3982	4141	4385	4517
16	Q	3228	3318	3413	3511	3669	3835	3995	4159	4327	4584	4722
16	S	3292	3383	3477	3577	3736	3903	4064	4227	4395	4648	4790
17	B	3237	3328	3424	3524	3686	3856	4020	4182	4352	4611	4749
17	Q	3377	3474	3575	3677	3853	4030	4199	4370	4548	4819	4965
17	S	3440	3539	3640	3744	3921	4099	4268	4438	4614	4888	5035
18	B	3402	3500	3601	3708	3887	4069	4253	4427	4604	4879	5026
18	Q	3551	3653	3762	3875	4066	4252	4447	4629	4812	5100	5252
18	S	3615	3717	3830	3940	4131	4320	4512	4695	4881	5165	5321
19	B	3580	3684	3793	3909	4108	4302	4502	4691	4886	5183	5338
19	J	3580	3684	3793	3909	4108	4302	4502	4691	4886	5183	5338
19	Q	3739	3850	3966	4084	4293	4493	4706	4902	5108	5416	5578
19	S	3806	3919	4035	4152	4361	4562	4772	4970	5176	5483	5647
20	B	3781	3895	4011	4130	4339	4540	4756	4963	5168	5482	5646
20	Q	3953	4071	4191	4316	4534	4747	4971	5185	5401	5731	5903
20	S	4018	4138	4258	4384	4600	4812	5038	5252	5467	5795	5971

21	B	3991	4112	4235	4360	4585	4806	5031	5260	5479	5821	5996
21	U	3991	4112	4235	4360	4585	4806	5031	5260	5479	5821	5996
21	Q	4172	4298	4424	4557	4793	5021	5258	5497	5727	6083	6267
21	S	4239	4364	4491	4626	4857	5089	5326	5564	5792	6150	6335
22	B	4218	4346	4477	4610	4850	5087	5328	5574	5806	6167	6352
22	Q	4409	4542	4678	4817	5069	5319	5567	5825	6069	6445	6639
22	S	4476	4608	4746	4886	5134	5385	5632	5892	6138	6514	6707
23	B	4477	4610	4748	4889	5149	5413	5670	5932	6189	6578	6775
23	Q	4678	4817	4962	5113	5383	5659	5925	6199	6468	6873	7079
23	S	4746	4886	5031	5179	5449	5725	5992	6265	6534	6940	7149
24	B	4763	4906	5052	5204	5481	5768	6045	6324	6610	7024	7235
24	J	4763	4906	5052	5204	5481	5768	6045	6324	6610	7024	7235
24	Q	4977	5126	5281	5441	5730	6028	6318	6608	6907	7342	7562
24	S	5045	5193	5348	5507	5794	6093	6384	6676	6975	7408	7629
25	B	5077	5229	5386	5548	5850	6159	6466	6774	7081	7537	7763
25	J	5077	5229	5386	5548	5850	6159	6466	6774	7081	7537	7763
25	Q	5305	5464	5627	5795	6115	6435	6758	7080	7402	7875	8112
25	S	5375	5530	5697	5864	6182	6501	6824	7146	7466	7943	8181
26	B	5365	5526	5693	5920	6244	6574	6908	7230	7555	8043	8284
26	U	5365	5526	5693	5920	6244	6574	6908	7230	7555	8043	8284
27	B	5671	5841	6017	6319	6662	7014	7371	7715	8061	8583	8839
27	U	5671	5841	6017	6319	6662	7014	7371	7715	8061	8583	8839

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Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
09	B	2408	2467	2528	2591	2671	2757	2842	2933	3020	3162	3256
09	Q	2505	2565	2629	2696	2779	2869	2957	3053	3145	3295	3395
09	S	2562	2625	2687	2752	2837	2927	3018	3115	3206	3358	3458

10	B	2486	2546	2610	2674	2772	2854	2949	3042	3136	3296	3396
10	Q	2585	2647	2713	2783	2883	2971	3071	3168	3267	3441	3542
10	S	2641	2706	2771	2840	2941	3031	3131	3228	3332	3506	3611
11	B	2574	2638	2706	2773	2867	2960	3066	3168	3266	3439	3543
11	Q	2678	2744	2813	2884	2987	3085	3195	3302	3407	3591	3698
11	S	2737	2803	2871	2942	3047	3144	3255	3364	3472	3654	3765
12	B	2675	2742	2811	2884	2990	3089	3204	3309	3431	3615	3723
12	Q	2784	2852	2925	3003	3114	3217	3341	3454	3580	3775	3889
12	S	2842	2911	2985	3061	3174	3279	3405	3519	3647	3843	3958
12H	B	16.46	16.87	17.30	17.75	18.40	19.01	19.72	20.36	21.11	22.25	22.91
12H	Q	17.13	17.55	18.00	18.48	19.16	19.80	20.56	21.26	22.03	23.23	23.93
12H	S	17.49	17.91	18.37	18.84	19.53	20.18	20.95	21.66	22.44	23.65	24.36
13	B	2773	2843	2916	2993	3103	3221	3342	3464	3594	3793	3908
13	Q	2884	2959	3036	3117	3232	3359	3490	3617	3750	3964	4083
13	S	2942	3019	3097	3177	3294	3423	3556	3682	3819	4032	4153
14	B	2886	2960	3041	3121	3240	3366	3513	3642	3780	4000	4120
14	Q	3005	3085	3167	3252	3378	3515	3668	3806	3951	4181	4307
14	S	3063	3144	3227	3315	3445	3579	3735	3872	4019	4247	4374
14H	B	17.76	18.22	18.71	19.21	19.94	20.71	21.62	22.41	23.26	24.62	25.35
14H	Q	18.49	18.98	19.49	20.01	20.79	21.63	22.57	23.42	24.31	25.73	26.50
14H	S	18.85	19.35	19.86	20.40	21.20	22.02	22.98	23.83	24.73	26.14	26.92
15	B	2997	3076	3159	3245	3388	3528	3666	3816	3957	4195	4322
15	Q	3122	3205	3293	3385	3535	3682	3830	3990	4136	4383	4515
15	S	3183	3264	3356	3449	3601	3746	3899	4056	4202	4451	4583
16	B	3130	3215	3302	3397	3549	3706	3860	4022	4182	4429	4562
16	Q	3260	3351	3447	3546	3706	3873	4035	4201	4370	4630	4769
16	S	3325	3417	3512	3613	3773	3942	4105	4269	4439	4694	4838
17	B	3269	3361	3458	3559	3723	3895	4060	4224	4396	4657	4796
17	Q	3411	3509	3611	3714	3892	4070	4241	4414	4593	4867	5015
17	S	3474	3574	3676	3781	3960	4140	4311	4482	4660	4937	5085

18	B	3436	3535	3637	3745	3926	4110	4296	4471	4650	4928	5076
18	Q	3587	3690	3800	3914	4107	4295	4491	4675	4860	5151	5305
18	S	3651	3754	3868	3979	4172	4363	4557	4742	4930	5217	5374
19	B	3616	3721	3831	3948	4149	4345	4547	4738	4935	5235	5391
19	J	3616	3721	3831	3948	4149	4345	4547	4738	4935	5235	5391
19	Q	3776	3889	4006	4125	4336	4538	4753	4951	5159	5470	5634
19	S	3844	3958	4075	4194	4405	4608	4820	5020	5228	5538	5703
20	B	3819	3934	4051	4171	4382	4585	4804	5013	5220	5537	5702
20	Q	3993	4112	4233	4359	4579	4794	5021	5237	5455	5788	5962
20	S	4058	4179	4301	4428	4646	4860	5088	5305	5522	5853	6031
21	B	4031	4153	4277	4404	4631	4854	5081	5313	5534	5879	6056
21	U	4031	4153	4277	4404	4631	4854	5081	5313	5534	5879	6056
21	Q	4214	4341	4468	4603	4841	5071	5311	5552	5784	6144	6330
21	S	4281	4408	4536	4672	4906	5140	5379	5620	5850	6212	6398
22	B	4260	4389	4522	4656	4899	5138	5381	5630	5864	6229	6416
22	Q	4453	4587	4725	4865	5120	5372	5623	5883	6130	6509	6705
22	S	4521	4654	4793	4935	5185	5439	5688	5951	6199	6579	6774
23	B	4522	4656	4795	4938	5200	5467	5727	5991	6251	6644	6843
23	Q	4725	4865	5012	5164	5437	5716	5984	6261	6533	6942	7150
23	S	4793	4935	5081	5231	5503	5782	6052	6328	6599	7009	7220
24	B	4811	4955	5103	5256	5536	5826	6105	6387	6676	7094	7307
24	J	4811	4955	5103	5256	5536	5826	6105	6387	6676	7094	7307
24	Q	5027	5177	5334	5495	5787	6088	6381	6674	6976	7415	7638
24	S	5095	5245	5401	5562	5852	6154	6448	6743	7045	7482	7705
25	B	5128	5281	5440	5603	5909	6221	6531	6842	7152	7612	7841
25	J	5128	5281	5440	5603	5909	6221	6531	6842	7152	7612	7841
25	Q	5358	5519	5683	5853	6176	6499	6826	7151	7476	7954	8193
25	S	5429	5585	5754	5923	6244	6566	6892	7217	7541	8022	8263
26	B	5419	5581	5750	5979	6306	6640	6977	7302	7631	8123	8367
26	U	5419	5581	5750	5979	6306	6640	6977	7302	7631	8123	8367

27	B	5728	5899	6077	6382	6729	7084	7445	7792	8142	8669	8927
27	U	5728	5899	6077	6382	6729	7084	7445	7792	8142	8669	8927

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE X RC-063 (Professional Employees, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Architect	01440	RC-063	22
Chaplain I	06901	RC-063	16
Chaplain II	06902	RC-063	19
Child Welfare Administrative Case Reviewer	07190	RC-063	22
Child Welfare Advanced Specialist	07215	RC-063	19
Child Welfare Court Facilitator	07196	RC-063	22
Child Welfare Senior Specialist	07217	RC-063	22
Child Welfare Specialist	07218	RC-063	18
Child Welfare Supervisor	07230	RC-063	22
Civil Engineer I	07601	RC-063	15
Civil Engineer II	07602	RC-063	17
Civil Engineer III	07603	RC-063	19
Civil Engineer IV	07604	RC-063	22
Clinical Pharmacist	08235	RC-063	25
Clinical Psychologist	08250	RC-063	23
Day Care Licensing Representative II	11472	RC-063	18
Dentist I	11751	RC-063	23
Dentist II	11752	RC-063	26
Environmental Engineer I	13751	RC-063	15
Environmental Engineer II	13752	RC-063	17
Environmental Engineer III	13753	RC-063	19
Environmental Engineer IV	13754	RC-063	22
Environmental Protection Engineer I	13791	RC-063	15
Environmental Protection Engineer II	13792	RC-063	17
Environmental Protection Engineer III	13793	RC-063	19
Environmental Protection Engineer IV	13794	RC-063	22
Environmental Protection Geologist I	13801	RC-063	14
Environmental Protection Geologist II	13802	RC-063	16
Environmental Protection Geologist III	13803	RC-063	18
Geographic Information Specialist I	17271	RC-063	19
Geographic Information Specialist II	17272	RC-063	23

Geographic Information Trainee	17276	RC-063	15
Graduate Pharmacist	17345	RC-063	20
Hearing and Speech Advanced Specialist	18227	RC-063	22
Hearing and Speech Associate	18231	RC-063	18
Hearing and Speech Specialist	18233	RC-063	20
Information Services Intern	21160	RC-063	15
Information Services Specialist I	21161	RC-063	17
Information Services Specialist II	21162	RC-063	19
Information Systems Analyst I	21165	RC-063	21
Information Systems Analyst II	21166	RC-063	23
Information Systems Analyst III	21167	RC-063	25
Laboratory Research Scientist	23025	RC-063	23
Landscape Architect	23145	RC-063	22
Landscape Planner	23150	RC-063	19
Librarian I	23401	RC-063	16
Management Systems Specialist	25583	RC-063	21
Mechanical Engineer I	26201	RC-063	15
Mechanical Engineer II	26202	RC-063	17
Mechanical Engineer III	26203	RC-063	19
Nutritionist	29820	RC-063	18
Occupational Therapist	29900	RC-063	17
Occupational Therapist Program Coordinator	29908	RC-063	19
Optometrist	30300	RC-063	14
Pharmacy Services Coordinator	32010	RC-063	25
Physical Therapist	32145	RC-063	17
Physical Therapist Program Coordinator	32153	RC-063	19
Podiatrist	32960	RC-063	14
Project Designer	34725	RC-063	19
Psychologist I	35611	RC-063	17
Psychologist II	35612	RC-063	20
Psychologist III	35613	RC-063	22
Psychologist Associate	35626	RC-063	15
Public Health Educator	36430	RC-063	19
Rehabilitation/Mobility Instructor	38163	RC-063	19
Rehabilitation/Mobility Instructor Trainee	38167	RC-063	15
School Psychologist	39200	RC-063	18
Social Worker II	41412	RC-063	18
Social Worker III	41413	RC-063	19
Social Worker IV	41414	RC-063	21
Staff Pharmacist	41787	RC-063	24
Veterinarian I	47901	RC-063	18
Veterinarian II	47902	RC-063	20

Veterinarian III	47903	RC-063	21
Vision/Hearing Consultant I	47941	RC-063	16
Vision/Hearing Consultant II	47942	RC-063	20
Vision/Hearing Consultant III	47943	RC-063	21

Effective July 1, 2006
Bargaining Unit: RC-063

Pay Plan		S T E P S										
Grade	Code	1c	1b	1a	1	2	3	4	5	6	7	8
14	B	2857	2931	3011	3090	3208	3333	3478	3606	3743	3960	4079
14	Q	2975	3054	3136	3220	3345	3480	3632	3768	3912	4140	4264
14	S	3033	3113	3195	3282	3411	3544	3698	3834	3979	4205	4331
15	B	2967	3046	3128	3213	3354	3493	3630	3778	3918	4153	4279
15	Q	3091	3173	3260	3351	3500	3646	3792	3950	4095	4340	4470
15	S	3151	3232	3323	3415	3565	3709	3860	4016	4160	4407	4538
16	B	3099	3183	3269	3363	3514	3669	3822	3982	4141	4385	4517
16	Q	3228	3318	3413	3511	3669	3835	3995	4159	4327	4584	4722
16	S	3292	3383	3477	3577	3736	3903	4064	4227	4395	4648	4790
17	B	3237	3328	3424	3524	3686	3856	4020	4182	4352	4611	4749
17	Q	3377	3474	3575	3677	3853	4030	4199	4370	4548	4819	4965
17	S	3440	3539	3640	3744	3921	4099	4268	4438	4614	4888	5035
18	B	3402	3500	3601	3708	3887	4069	4253	4427	4604	4879	5026
18	Q	3551	3653	3762	3875	4066	4252	4447	4629	4812	5100	5252
18	S	3615	3717	3830	3940	4131	4320	4512	4695	4881	5165	5321
19	B	3580	3684	3793	3909	4108	4302	4502	4691	4886	5183	5338
19	Q	3739	3850	3966	4084	4293	4493	4706	4902	5108	5416	5578
19	S	3806	3919	4035	4152	4361	4562	4772	4970	5176	5483	5647
20	B	3781	3895	4011	4130	4339	4540	4756	4963	5168	5482	5646
20	Q	3953	4071	4191	4316	4534	4747	4971	5185	5401	5731	5903
20	S	4018	4138	4258	4384	4600	4812	5038	5252	5467	5795	5971

21	B	3991	4112	4235	4360	4585	4806	5031	5260	5479	5821	5996
21	Q	4172	4298	4424	4557	4793	5021	5258	5497	5727	6083	6267
21	S	4239	4364	4491	4626	4857	5089	5326	5564	5792	6150	6335
22	B	4218	4346	4477	4610	4850	5087	5328	5574	5806	6167	6352
22	Q	4409	4542	4678	4817	5069	5319	5567	5825	6069	6445	6639
22	S	4476	4608	4746	4886	5134	5385	5632	5892	6138	6514	6707
23	B	4477	4610	4748	4889	5149	5413	5670	5932	6189	6578	6775
23	Q	4678	4817	4962	5113	5383	5659	5925	6199	6468	6873	7079
23	S	4746	4886	5031	5179	5449	5725	5992	6265	6534	6940	7149
24	B	4763	4906	5052	5204	5481	5768	6045	6324	6610	7024	7235
24	Q	4977	5126	5281	5441	5730	6028	6318	6608	6907	7342	7562
24	S	5045	5193	5348	5507	5794	6093	6384	6676	6975	7408	7629
25	B	5077	5229	5386	5548	5850	6159	6466	6774	7081	7537	7763
25	Q	5305	5464	5627	5795	6115	6435	6758	7080	7402	7875	8112
25	S	5375	5530	5697	5864	6182	6501	6824	7146	7466	7943	8181
26	B	5365	5526	5693	5920	6244	6574	6908	7230	7555	8043	8284
26	Q	5620	5789	5963	6204	6542	6887	7237	7574	7913	8426	8679
26	S	5674	5844	6020	6263	6604	6954	7306	7646	7990	8508	8763

Effective January 1, 2007
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
14	B	2886	2960	3041	3121	3240	3366	3513	3642	3780	4000	4120
14	Q	3005	3085	3167	3252	3378	3515	3668	3806	3951	4181	4307
14	S	3063	3144	3227	3315	3445	3579	3735	3872	4019	4247	4374
15	B	2997	3076	3159	3245	3388	3528	3666	3816	3957	4195	4322
15	Q	3122	3205	3293	3385	3535	3682	3830	3990	4136	4383	4515
15	S	3183	3264	3356	3449	3601	3746	3899	4056	4202	4451	4583

16	B	3130	3215	3302	3397	3549	3706	3860	4022	4182	4429	4562
16	Q	3260	3351	3447	3546	3706	3873	4035	4201	4370	4630	4769
16	S	3325	3417	3512	3613	3773	3942	4105	4269	4439	4694	4838
17	B	3269	3361	3458	3559	3723	3895	4060	4224	4396	4657	4796
17	Q	3411	3509	3611	3714	3892	4070	4241	4414	4593	4867	5015
17	S	3474	3574	3676	3781	3960	4140	4311	4482	4660	4937	5085
18	B	3436	3535	3637	3745	3926	4110	4296	4471	4650	4928	5076
18	Q	3587	3690	3800	3914	4107	4295	4491	4675	4860	5151	5305
18	S	3651	3754	3868	3979	4172	4363	4557	4742	4930	5217	5374
19	B	3616	3721	3831	3948	4149	4345	4547	4738	4935	5235	5391
19	Q	3776	3889	4006	4125	4336	4538	4753	4951	5159	5470	5634
19	S	3844	3958	4075	4194	4405	4608	4820	5020	5228	5538	5703
20	B	3819	3934	4051	4171	4382	4585	4804	5013	5220	5537	5702
20	Q	3993	4112	4233	4359	4579	4794	5021	5237	5455	5788	5962
20	S	4058	4179	4301	4428	4646	4860	5088	5305	5522	5853	6031
21	B	4031	4153	4277	4404	4631	4854	5081	5313	5534	5879	6056
21	Q	4214	4341	4468	4603	4841	5071	5311	5552	5784	6144	6330
21	S	4281	4408	4536	4672	4906	5140	5379	5620	5850	6212	6398
22	B	4260	4389	4522	4656	4899	5138	5381	5630	5864	6229	6416
22	Q	4453	4587	4725	4865	5120	5372	5623	5883	6130	6509	6705
22	S	4521	4654	4793	4935	5185	5439	5688	5951	6199	6579	6774
23	B	4522	4656	4795	4938	5200	5467	5727	5991	6251	6644	6843
23	Q	4725	4865	5012	5164	5437	5716	5984	6261	6533	6942	7150
23	S	4793	4935	5081	5231	5503	5782	6052	6328	6599	7009	7220
24	B	4811	4955	5103	5256	5536	5826	6105	6387	6676	7094	7307
24	Q	5027	5177	5334	5495	5787	6088	6381	6674	6976	7415	7638
24	S	5095	5245	5401	5562	5852	6154	6448	6743	7045	7482	7705
25	B	5128	5281	5440	5603	5909	6221	6531	6842	7152	7612	7841
25	Q	5358	5519	5683	5853	6176	6499	6826	7151	7476	7954	8193
25	S	5429	5585	5754	5923	6244	6566	6892	7217	7541	8022	8263

26	B	5419	5581	5750	5979	6306	6640	6977	7302	7631	8123	8367
26	Q	5676	5847	6023	6266	6607	6956	7309	7650	7992	8510	8766
26	S	5731	5902	6080	6326	6670	7024	7379	7722	8070	8593	8851

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay

Section 310.TABLE Y RC-063 (Educator, AFSCME)

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>
Educator	13100	RC-063

Effective July 1, 2006

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	3305	3402	3500	3601	3769	3935	4115	4327	4529	4912	5060
01	BA	L	3355	3452	3551	3653	3823	3992	4177	4392	4595	4983	5134
01	BA	P	3420	3516	3615	3717	3891	4057	4242	4457	4663	5050	5202
02	BA + 8 Hours	E	3393	3492	3592	3697	3867	4041	4252	4471	4683	5078	5230
02	BA + 8 Hours	L	3443	3542	3644	3751	3924	4100	4314	4536	4752	5153	5306
02	BA + 8 Hours	P	3507	3608	3708	3819	3991	4165	4381	4603	4819	5218	5376
03	BA + 16 Hours	E	3468	3568	3674	3784	3964	4167	4388	4599	4833	5241	5398
03	BA + 16 Hours	L	3518	3619	3728	3839	4023	4228	4452	4668	4903	5319	5475
03	BA + 16 Hours	P	3583	3686	3792	3906	4088	4294	4519	4734	4971	5385	5547
04	BA + 24 Hours	E	3547	3648	3757	3871	4065	4292	4520	4753	4982	5413	5575
04	BA + 24 Hours	L	3599	3703	3814	3927	4125	4356	4586	4823	5055	5493	5658
04	BA + 24 Hours	P	3664	3770	3879	3995	4191	4422	4650	4891	5123	5561	5728
05	MA	E	3634	3742	3853	3969	4180	4418	4654	4900	5131	5576	5743
05	MA	L	3687	3797	3910	4027	4242	4482	4723	4970	5208	5659	5829
05	MA	P	3752	3866	3978	4095	4308	4548	4788	5037	5273	5725	5896

06	MA + 16 Hours	E	3698	3810	3924	4042	4278	4513	4752	4999	5232	5688	5859
06	MA + 16 Hours	L	3752	3867	3982	4101	4340	4579	4821	5073	5308	5772	5945
06	MA + 16 Hours	P	3820	3933	4048	4166	4407	4645	4890	5138	5378	5836	6011
07	MA + 32 Hours	E	3813	3927	4045	4165	4399	4642	4884	5128	5364	5826	6000
07	MA + 32 Hours	L	3870	3985	4105	4227	4465	4710	4956	5204	5444	5909	6087
07	MA + 32 Hours	P	3936	4051	4172	4293	4532	4777	5021	5271	5509	5977	6155

Effective January 1, 2007

12- Month Lane	Educational Level	Pay Plan Code	S T E P S										
			1c	1b	1a	1	2	3	4	5	6	7	8
01	BA	E	3338	3436	3535	3637	3807	3974	4156	4370	4574	4961	5111
01	BA	L	3389	3487	3587	3690	3861	4032	4219	4436	4641	5033	5185
01	BA	P	3454	3551	3651	3754	3930	4098	4284	4502	4710	5101	5254
02	BA + 8 Hours	E	3427	3527	3628	3734	3906	4081	4295	4516	4730	5129	5282
02	BA + 8 Hours	L	3477	3577	3680	3789	3963	4141	4357	4581	4800	5205	5359
02	BA + 8 Hours	P	3542	3644	3745	3857	4031	4207	4425	4649	4867	5270	5430
03	BA + 16 Hours	E	3503	3604	3711	3822	4004	4209	4432	4645	4881	5293	5452
03	BA + 16 Hours	L	3553	3655	3765	3877	4063	4270	4497	4715	4952	5372	5530
03	BA + 16 Hours	P	3619	3723	3830	3945	4129	4337	4564	4781	5021	5439	5602
04	BA + 24 Hours	E	3582	3684	3795	3910	4106	4335	4565	4801	5032	5467	5631
04	BA + 24 Hours	L	3635	3740	3852	3966	4166	4400	4632	4871	5106	5548	5715
04	BA + 24 Hours	P	3701	3808	3918	4035	4233	4466	4697	4940	5174	5617	5785
05	MA	E	3670	3779	3892	4009	4222	4462	4701	4949	5182	5632	5800
05	MA	L	3724	3835	3949	4067	4284	4527	4770	5020	5260	5716	5887
05	MA	P	3790	3905	4018	4136	4351	4593	4836	5087	5326	5782	5955

06	MA + 16 Hours	E	3735	3848	3963	4082	4321	4558	4800	5049	5284	5745	5918
06	MA + 16 Hours	L	3790	3906	4022	4142	4383	4625	4869	5124	5361	5830	6004
06	MA + 16 Hours	P	3858	3972	4088	4208	4451	4691	4939	5189	5432	5894	6071
07	MA + 32 Hours	E	3851	3966	4085	4207	4443	4688	4933	5179	5418	5884	6060
07	MA + 32 Hours	L	3909	4025	4146	4269	4510	4757	5006	5256	5498	5968	6148
07	MA + 32 Hours	P	3975	4092	4214	4336	4577	4825	5071	5324	5564	6037	6217

Effective July 1, 2006

9- Month Lane		Educational Level	Pay Plan Code	S T E P S									
				1	2	3	4	5	6	7	8		
01		BA	M	2657	2804	2956	3104	3263	3415	3746	3858		
01		BA	O	2657	2804	2956	3104	3263	3415	3746	3858		
02		BA + 8 Hours	M	2742	2889	3048	3206	3371	3531	3869	3985		
02		BA + 8 Hours	O	2742	2889	3048	3206	3371	3531	3869	3985		
03		BA + 16 Hours	M	2813	2978	3145	3309	3468	3642	3994	4114		
03		BA + 16 Hours	O	2813	2978	3145	3309	3468	3642	3994	4114		
04		BA + 24 Hours	M	2891	3066	3238	3409	3585	3756	4123	4246		
04		BA + 24 Hours	O	2891	3066	3238	3409	3585	3756	4123	4246		
05		MA	M	2980	3153	3330	3511	3693	3867	4245	4372		
05		MA	O	2980	3153	3330	3511	3693	3867	4245	4372		
06		MA + 16 Hours	M	3050	3226	3404	3584	3769	3944	4326	4457		
06		MA + 16 Hours	O	3050	3226	3404	3584	3769	3944	4326	4457		

07	MA + 32 Hours	M	3144	3319	3499	3681	3866	4043	4432	4565
07	MA + 32 Hours	O	3144	3319	3499	3681	3866	4043	4432	4565

Effective January 1, 2007

9-			S T E P S							
Month	Educational	Pay Plan								
Lane	Level	Code	1	2	3	4	5	6	7	8
01	BA	M	2684	2832	2986	3135	3296	3449	3783	3897
01	BA	O	2684	2832	2986	3135	3296	3449	3783	3897
02	BA + 8 Hours	M	2769	2918	3078	3238	3405	3566	3908	4025
02	BA + 8 Hours	O	2769	2918	3078	3238	3405	3566	3908	4025
03	BA + 16 Hours	M	2841	3008	3176	3342	3503	3678	4034	4155
03	BA + 16 Hours	O	2841	3008	3176	3342	3503	3678	4034	4155
04	BA + 24 Hours	M	2920	3097	3270	3443	3621	3794	4164	4288
04	BA + 24 Hours	O	2920	3097	3270	3443	3621	3794	4164	4288
05	MA	M	3010	3185	3363	3546	3730	3906	4287	4416
05	MA	O	3010	3185	3363	3546	3730	3906	4287	4416
06	MA + 16 Hours	M	3081	3258	3438	3620	3807	3983	4369	4502
06	MA + 16 Hours	O	3081	3258	3438	3620	3807	3983	4369	4502
07	MA + 32 Hours	M	3175	3352	3534	3718	3905	4083	4476	4611
07	MA + 32 Hours	O	3175	3352	3534	3718	3905	4083	4476	4611

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE Z RC-063 (Physicians, AFSCME)**

<u>Title</u>	<u>Title Code</u>	<u>Bargaining Unit</u>	<u>Pay Grade</u>
Physician	32200	RC-063	MD
Physician Specialist, Option A	32221	RC-063	MD-A
Physician Specialist, Option B	32222	RC-063	MD-B
Physician Specialist, Option C	32223	RC-063	MD-C
Physician Specialist, Option D	32224	RC-063	MD-D
Physician Specialist, Option E	32225	RC-063	MD-E

Effective July 1, 2006
Bargaining Unit: RC-063

Pay Grade	Pay Plan		S T E P S							
	Code	1c	1b	1a	1	2	3	4	5	6
MD	B	7329	7552	7778	8008	8471	8934	9396	9862	10320
MD	Q	7662	7892	8127	8372	8853	9338	9820	10306	10785
MD	S	7727	7958	8194	8438	8920	9405	9888	10373	10854
MD-A	B	7750	7985	8225	8471	8993	9520	10045	10566	11089
MD-A	Q	8101	8345	8595	8853	9402	9949	10499	11044	11592
MD-A	S	8167	8412	8661	8920	9466	10016	10565	11111	11657
MD-B	B	8457	8711	8974	9240	9793	10350	10905	11460	12016
MD-B	Q	8838	9106	9376	9659	10237	10820	11397	11976	12558
MD-B	S	8906	9171	9443	9724	10304	10885	11463	12044	12625
MD-C	B	9443	9726	10018	10320	10934	11555	12167	12784	13401
MD-C	Q	9868	10166	10470	10785	11431	12077	12716	13361	14005
MD-C	S	9935	10233	10538	10854	11496	12142	12785	13427	14073
MD-D	B	10573	10891	11216	11555	12167	12784	13401	14016	14632
MD-D	Q	11052	11380	11723	12077	12716	13361	14005	14651	15292
MD-D	S	11119	11448	11791	12142	12785	13427	14073	14716	15359
MD-E	B	11208	11542	11889	12248	12898	13552	14206	14860	15510
MD-E	Q	11713	12063	12428	12800	13481	14165	14846	15530	16210
MD-E	S	11780	12132	12494	12868	13547	14230	14913	15597	16277

Effective January 1, 2007
Bargaining Unit: RC-063

Pay Grade	Pay Plan Code	S T E P S								
		1c	1b	1a	1	2	3	4	5	6
MD	B	7402	7628	7856	8088	8556	9023	9490	9961	10423
MD	Q	7739	7971	8208	8456	8942	9431	9918	10409	10893
MD	S	7804	8038	8276	8522	9009	9499	9987	10477	10963
MD-A	B	7828	8065	8307	8556	9083	9615	10145	10672	11200
MD-A	Q	8182	8428	8681	8942	9496	10048	10604	11154	11708
MD-A	S	8249	8496	8748	9009	9561	10116	10671	11222	11774
MD-B	B	8542	8798	9064	9332	9891	10454	11014	11575	12136
MD-B	Q	8926	9197	9470	9756	10339	10928	11511	12096	12684
MD-B	S	8995	9263	9537	9821	10407	10994	11578	12164	12751
MD-C	B	9537	9823	10118	10423	11043	11671	12289	12912	13535
MD-C	Q	9967	10268	10575	10893	11545	12198	12843	13495	14145
MD-C	S	10034	10335	10643	10963	11611	12263	12913	13561	14214
MD-D	B	10679	11000	11328	11671	12289	12912	13535	14156	14778
MD-D	Q	11163	11494	11840	12198	12843	13495	14145	14798	15445
MD-D	S	11230	11562	11909	12263	12913	13561	14214	14863	15513
MD-E	B	11320	11657	12008	12370	13027	13688	14348	15009	15665
MD-E	Q	11830	12184	12552	12928	13616	14307	14994	15685	16372
MD-E	S	11898	12253	12619	12997	13682	14372	15062	15753	16440

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AA NR-916 (Department of Natural Resources, Teamsters)**

Title	Title Code	Bargaining Unit	Pay Plan Code	Effective July 1, 2006		Effective January 1, 2007	
				Minimum Salary	Maximum Salary	Minimum Salary	Maximum Salary
Cartographer III	06673	NR-916	B	3645	6485	3680	6550
Civil Engineer I	07601	NR-916	B	3545	5475	3580	5530
Civil Engineer II	07602	NR-916	B	3780	6280	3820	6345
Civil Engineer III	07603	NR-916	B	4160	7030	4200	7100
Civil Engineer Trainee	07607	NR-916	B	3340	4660	3370	4705
Engineering Technician I	13731	NR-916	B	2060	3700	2085	3735
Engineering Technician II	13732	NR-916	B	2470	4440	2495	4485
Engineering Technician III	13733	NR-916	B	2990	5285	3020	5340
Engineering Technician IV	13734	NR-916	B	3665	6855	3700	6925
Technical Manager I	45261	NR-916	B	2810	5000	2835	5050

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX A Negotiated Rates of Pay**Section 310.TABLE AB VR-007 (Plant Maintenance Engineers, Operating Engineers) (Repealed)**

(Source: Peremptory amendment at 28 Ill. Reg. 7323, effective May 10, 2004)

Section 310.APPENDIX B Schedule of Salary Grade Pay Grades – Monthly Rates of Pay**Effective December 2, 2005**

Pay Grade	Pay Plan Code	S T E P S										
		1c	1b	1a	1	2	3	4	5	6	7	8
1	7	1730	1772	1816	1861	1908	1952	1999	2053	2099	2182	2226
1	8	1772	1816	1861	1907	1956	2001	2050	2105	2153	2238	2283
1	9	1825	1870	1915	1960	2010	2055	2103	2159	2206	2291	2337
2	7	1773	1817	1862	1908	1952	1999	2055	2105	2155	2239	2284
2	8	1817	1862	1908	1956	2001	2050	2107	2159	2210	2297	2343
2	9	1871	1916	1961	2010	2055	2103	2161	2212	2264	2350	2397

3	7	1813	1857	1904	1952	1999	2056	2108	2159	2212	2310	2356
3	8	1857	1904	1952	2001	2050	2108	2162	2214	2269	2370	2418
3	9	1912	1957	2005	2055	2103	2162	2215	2268	2322	2423	2472
4	7	1855	1902	1950	1999	2056	2112	2163	2227	2278	2380	2427
4	8	1902	1950	1999	2050	2108	2166	2218	2284	2337	2442	2491
4	9	1955	2003	2053	2103	2162	2219	2272	2338	2390	2495	2545
5	7	1908	1956	2005	2056	2114	2175	2234	2290	2348	2452	2498
5	8	1956	2005	2056	2108	2168	2231	2291	2349	2410	2514	2564
5	9	2010	2059	2109	2162	2221	2284	2345	2403	2463	2567	2618
6	7	1961	2011	2062	2114	2176	2236	2303	2364	2430	2538	2589
6	8	2011	2062	2114	2168	2232	2294	2362	2425	2494	2501	2656
6	9	2064	2116	2168	2221	2285	2347	2416	2479	2548	2658	2711
7	7	2018	2069	2122	2176	2239	2308	2375	2443	2514	2631	2684
7	8	2069	2122	2176	2232	2297	2368	2438	2506	2580	2701	2755
7	9	2123	2175	2230	2285	2350	2421	2491	2560	2633	2754	2809
8	7	2076	2129	2183	2239	2313	2385	2464	2532	2608	2731	2786
8	8	2129	2183	2239	2297	2373	2447	2528	2599	2677	2804	2860
8	9	2182	2237	2292	2350	2426	2500	2582	2653	2731	2857	2914
9	7	2143	2199	2255	2313	2388	2469	2547	2630	2709	2836	2893
9	8	2199	2255	2313	2373	2450	2533	2614	2700	2781	2913	2971
9	9	2252	2309	2367	2426	2503	2588	2668	2753	2835	2968	3027
10	7	2214	2271	2331	2391	2481	2559	2645	2728	2814	2957	3016
10	8	2271	2331	2391	2453	2547	2627	2714	2801	2889	3041	3101
10	9	2324	2384	2445	2506	2600	2680	2768	2854	2945	3099	3162
11	7	2298	2358	2419	2482	2572	2656	2751	2842	2930	3085	3146
11	8	2358	2419	2482	2548	2640	2727	2824	2919	3012	3174	3238
11	9	2412	2473	2536	2601	2694	2780	2878	2974	3070	3231	3296

12	7	2392	2454	2519	2585	2681	2771	2874	2968	3077	3243	3307
12	8	2454	2519	2585	2654	2752	2844	2954	3053	3166	3337	3404
12	9	2508	2572	2638	2707	2806	2898	3010	3111	3224	3397	3464
13	7	2482	2548	2616	2684	2783	2889	2998	3108	3223	3403	3470
13	8	2548	2616	2684	2755	2857	2969	3085	3197	3316	3505	3574
13	9	2601	2669	2738	2809	2912	3026	3143	3255	3376	3565	3637
14	7	2588	2656	2727	2800	2907	3020	3152	3267	3391	3588	3660
14	8	2656	2727	2800	2875	2988	3108	3243	3364	3493	3696	3770
14	9	2709	2780	2853	2930	3045	3165	3301	3423	3552	3755	3830
15	7	2688	2760	2834	2911	3038	3164	3288	3423	3550	3763	3838
15	8	2760	2834	2911	2992	3125	3255	3386	3527	3656	3875	3953
15	9	2813	2887	2966	3049	3183	3312	3447	3585	3715	3935	4014
16	7	2808	2883	2963	3047	3184	3324	3463	3607	3751	3973	4052
16	8	2883	2963	3047	3136	3276	3424	3568	3714	3864	4092	4175
16	9	2939	3020	3105	3193	3335	3484	3628	3774	3924	4151	4234
17	7	2932	3015	3102	3192	3340	3494	3642	3789	3943	4178	4261
17	8	3015	3102	3192	3284	3440	3599	3750	3903	4061	4304	4390
17	9	3072	3160	3250	3343	3501	3660	3811	3963	4120	4364	4451
18	7	3082	3171	3262	3359	3522	3686	3853	4011	4172	4421	4509
18	8	3171	3262	3359	3460	3630	3797	3970	4133	4297	4553	4645
18	9	3228	3320	3420	3518	3689	3857	4029	4192	4358	4612	4705
19	7	3244	3338	3437	3541	3722	3897	4079	4249	4427	4695	4788
19	8	3338	3437	3541	3647	3833	4012	4202	4377	4561	4836	4933
19	9	3398	3499	3602	3707	3894	4073	4261	4438	4621	4895	4993
20	7	3425	3529	3634	3742	3931	4114	4309	4496	4681	4967	5067
20	8	3529	3634	3742	3854	4049	4238	4439	4630	4822	5117	5219
20	9	3587	3694	3802	3914	4108	4297	4498	4690	4882	5175	5279

21	7	3616	3725	3837	3950	4153	4354	4558	4766	4964	5273	5378
21	8	3725	3837	3950	4068	4279	4484	4695	4908	5113	5432	5540
21	9	3785	3897	4010	4130	4338	4544	4755	4968	5172	5491	5601
22	7	3822	3937	4056	4177	4394	4609	4827	5050	5261	5587	5698
22	8	3937	4056	4177	4302	4526	4748	4971	5201	5419	5755	5871
22	9	3997	4114	4237	4363	4584	4808	5029	5260	5480	5815	5931
23	7	4056	4177	4302	4430	4665	4904	5137	5374	5608	5959	6079
23	8	4177	4302	4430	4565	4806	5052	5290	5534	5775	6137	6260
23	9	4237	4363	4491	4624	4865	5111	5350	5594	5835	6197	6321
24	7	4315	4444	4577	4715	4966	5225	5476	5729	5988	6363	6490
24	8	4444	4577	4715	4858	5116	5381	5641	5901	6167	6555	6686
24	9	4504	4637	4775	4918	5174	5440	5700	5961	6228	6614	6746
25	7	4599	4737	4879	5025	5301	5580	5858	6137	6416	6828	6964
25	8	4737	4879	5025	5175	5460	5746	6034	6322	6608	7032	7173
25	9	4798	4938	5086	5235	5520	5805	6093	6381	6667	7092	7233

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX C Medical Administrator Rates

Effective December 2, 2005, the minimum, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in creditable service date.

Effective December 2, 2005

<u>Title</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>
Medical Administrator I, Option C	8414	10237	12060
Medical Administrator I, Option D	9396	11271	13145
Medical Administrator II, Option C	9093	10950	12806

Medical Administrator II, Option D	10441	12380	14318
Medical Administrator III	10812	12936	15059
Medical Administrator IV	10987	13111	15234
Medical Administrator V	11163	13289	15415

The rates of pay for physicians occupying or appointed to a position in the Medical Administrator classes shall be as listed in the above schedule. All provisions of Subpart C of the Pay Plan, Merit Compensation System will apply to the Medical Administrator positions.

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX D Merit Compensation System Salary Schedule

Effective December 2, 2005, the minimum, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in creditable service date.

Effective December 2, 2005

Salary Range	Minimum Salary	Midpoint Salary	Maximum Salary
MC 01	2228	3021	3813
MC 02	2324	3175	4026
MC 03	2437	3360	4282
MC 04	2547	3517	4486
MC 05	2674	3725	4775
MC 06	2810	3910	5009
MC 07	2957	4144	5330
MC 08	3116	4396	5676
MC 09	3294	4642	5989
MC 10	3480	4942	6404
MC 11	3675	5248	6820
MC 12	3903	5600	7296

MC 13	4168	5985	7802
MC 14	4457	6426	8395
MC 15	4784	6889	8994
MC 16	5122	7401	9679
MC 17	5527	7989	10450
MC 18	5957	8336	10714
MC 19	6434	8699	10963
MC-20	13109	14615	16120

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)

Section 310.APPENDIX E Teaching Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX F Physician and Physician Specialist Salary Schedule (Repealed)

(Source: Repealed at 8 Ill. Reg. 22844, effective November 14, 1984)

Section 310.APPENDIX G Broad-Band Pay Range Classes Salary Schedule

Effective December 2, 2005, the minimum, the base salary for each employee who has 12 months of State service, or upon completing 12 months of State service by or on December 1, 2006, receives a 4% adjustment increase without change in creditable service date.

Effective December 2, 2005

<u>Title</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>
Health Information Administrator	2674	5330
Human Resources Representative	2324	4486
Human Resources Specialist	2674	5330
Public Service Administrator	3116	6820
Residential Services Supervisor	2324	4486
Senior Public Service Administrator	4295	10093
Site Superintendent	2674	5330

(Source: Amended at 30 Ill. Reg. 12761, effective July 17, 2006)